

221/SEC-1/HR/03-04

NAME: Anil Gogia

Associate ID Number :

22368

DESIGNATION: SYSTEMS ENGINEER on Probation

W.E.F: 19th April 2004

GRADE: T120

DETAILS OF ANNUAL GROSS COMPENSATION

Code	Description	Amount (per annum)
100	Basic Compensation	
101	Basic	80000.00
200	Flexible Benefit Package *	202552.00
201	HRA	
202 A	Transportation Allowance	
202 B	Car Lease Arrangement (Indicate the name of the car)	
202 B.1	Lease / Hiring Charges	
202 B.2	Fuel / Maintenance Charges	
202 B	Aggregate of 202 B.1 & 202 B.2	
203	Children Education Allowance (Indicate the no. of children)	
204	Hostel Expenses (Indicate the no. of children)	
205	Telephone / Mobile Reimbursement	
206	Medical Reimbursement	
207	LTA	
208	Special / Additional Allowance	
209	Bonus	0.00
300	Variable Pay	
301	APDP	16000.00
400	Retirals	
401	PF	9600.00
402	Superannuation	8000.00
403	Gratuity	3848.00
	Sub Total	320000.00
500	Other Benefits	
501	Personal Accident Insurance Premium	100.00
502	Medical Insurance Premium	
503	White goods	
	Cost to company (CTC)	320100.00

Polaris is one of the very few IT companies who have provided the associates the privilege of deciding the components of their salary. The concept of Flexible Benefit Package is one of the best practices of the industry.

As the name clearly indicated Flexible Benefit Package allows an associate to fix up his / her own allowances keeping his / her commitments, Income Tax deductions in mind. However there are policies and procedures laid down for each of the allowances.

Remember YOU are the owner of fixing up your own Flexible Benefit Package.

for Polaris Software Lab Ltd.,



RAMACHANDRAN S
ASSISTANT VICE PRESIDENT – HUMAN RESOURCES