

Sr.No	Compensation Break-Up	Annual (INR)	
1	Basic Salary	350,000	
2	Flexible Compensation Plan (FCP)	308,000	
3	Employer's PF Contribution (12% of Basic)	42,000	
a	Total Base Salary (1+2+3)	700,000	PLEASE DO NOT DISTURB FORMULAS
b	Gratuity (As per the act), 4.81% of Basic Salary **	16,835	
	Total Annual Cost to Company (CTC) (a+b) Excluding bonus	716,835	
	Management By Objectives (MBO)*	70,000	Manually
Sr.No	FCP Break Up	Annual (INR)	Applicable Slab
1	House Rent Allowance	140,000	40% of Basic for Pune
2	Reimbursement Towards Communication Expenses (Broadband + Mobile + Telephone)	35,000	10% of Basic salary or INR 60,000 per annum whichever is lower
3	Leave Travel Allowance (LTA)	35,000	10% of Basic salary
4	Meal Coupons	13,200	INR 1100/pm or INR 2200/pm based on your declaration
5	Special Allowance	84,800	Difference with Base Pay and the Above components
	Total FCP Plan (Sum of 1 to 5)	308,000	