

**PRACTICE STRATEGIC COMMUNICATIONS INDIA  
PRIVATE LIMITED**

43, 2nd Floor, 80 Feet Road, Indiranagar, HAL 3rd Stage, Bangalore 560038

**Form 16**

**Form 16 Details:**

Employee Name	:	Sashi B Ghising
Employee Number	:	114
Employee PAN	:	AHHPG1403D
Employee Designation	:	Project Manager-Communication Design
Financial Year	:	2017 - 2018
Assessment Year	:	2018 - 2019
Form No. 16 enclosed	:	YES
Form No. 12BA enclosed	:	YES
Gross Total Income	:	1,018,428.00
Tax Deducted	:	88,772.00

**Signature Details:**

This form has been signed and certified using a Digital Signature Certificate as specified under section 119 of the income-tax Act, 1961. (Please refer Circular No.2/2007, dated 21-5-2007).

The Digital Signature of the signatory has been affixed in the box provided below. To see the details and validate the signature, you should click on the box.

Caution: Please do not attempt to modify / tamper with your Form16. Any alternation will render the same invalid.

**FORM NO. 16**

[See rule 31(1)(a)]

**PART A**

Certificate under Section 203 of the Income-tax Act, 1961 for tax deducted at source on salary

<b>Certificate No.</b> FNYOLYL		<b>Last updated on</b> 04-May-2018			
<b>Name and address of the Employer</b>			<b>Name and address of the Employee</b>		
PRACTICE STRATEGIC COMMUNICATIONS INDIA PRIVATE LIMITED 43, 2nd Floor, 80 Feet Road, Indiranagar, HAL 3rd Stage, Bangalore - 560038 Karnataka +(91)80-42504242 finance@the-practice.net			SASHI BALA GHISING PRADHAN NIWAS KALIMPONG, TRIPAI HILL KALIMPONG -I, KALIMPONG -I, DARJEELING - 734301 West Bengal		
<b>PAN of the Deductor</b>	<b>TAN of the Deductor</b>		<b>PAN of the Employee</b>	<b>Employee Reference No. provided by the Employer (If available)</b>	
AADCP9240R	BLRP06914F		AHHPG1403D		
<b>CIT (TDS)</b>		<b>Assessment Year</b>		<b>Period with the Employer</b>	
The Commissioner of Income Tax (TDS) Room No. 59, H.M.T. Bhawan, 4th Floor, Bellary Road , Ganganagar, Bangalore - 560032		2018-19		<b>From</b> 01-Apr-2017	<b>To</b> 31-Mar-2018
<b>Summary of amount paid/credited and tax deducted at source thereon in respect of the employee</b>					
<b>Quarter(s)</b>	<b>Receipt Numbers of original quarterly statements of TDS under sub-section (3) of Section 200</b>	<b>Amount paid/credited</b>	<b>Amount of tax deducted (Rs.)</b>	<b>Amount of tax deposited / remitted (Rs.)</b>	
Q1	QSLUNMWA	282645.00	18797.00	18797.00	
Q2	QSOVVGSC	282645.00	20234.00	20234.00	
Q3	QSRFMRVB	282645.00	20236.00	20236.00	
Q4	QSYFHHEE	282645.00	29505.00	29505.00	
<b>Total (Rs.)</b>		<b>1130580.00</b>	<b>88772.00</b>	<b>88772.00</b>	
<b>I. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH BOOK ADJUSTMENT</b>					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
<b>Sl. No.</b>	<b>Tax Deposited in respect of the deductee (Rs.)</b>	<b>Book Identification Number (BIN)</b>			
		<b>Receipt Numbers of Form No. 24G</b>	<b>DDO serial number in Form no. 24G</b>	<b>Date of transfer voucher (dd/mm/yyyy)</b>	<b>Status of matching with Form no. 24G</b>
<b>Total (Rs.)</b>					
<b>II. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH CHALLAN</b>					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
<b>Sl. No.</b>	<b>Tax Deposited in respect of the deductee (Rs.)</b>	<b>Challan Identification Number (CIN)</b>			
		<b>BSR Code of the Bank Branch</b>	<b>Date on which Tax deposited (dd/mm/yyyy)</b>	<b>Challan Serial Number</b>	<b>Status of matching with OLTAS*</b>
1	5308.00	0011352	05-05-2017	01872	F
2	6744.00	0013283	07-06-2017	04094	F
3	6745.00	0004329	07-07-2017	06304	F
4	6744.00	0004329	07-08-2017	04159	F

Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Challan Identification Number (CIN)			
		BSR Code of the Bank Branch	Date on which Tax deposited (dd/mm/yyyy)	Challan Serial Number	Status of matching with OLTAS*
5	6746.00	0011352	06-09-2017	14612	F
6	6744.00	0004329	05-10-2017	02386	F
7	6746.00	0011352	07-11-2017	09405	F
8	6744.00	0004329	05-12-2017	01604	F
9	6746.00	0011352	05-01-2018	01210	F
10	6744.00	0013283	06-02-2018	03333	F
11	11381.00	0004329	06-03-2018	03636	F
12	11380.00	0014431	09-04-2018	01303	F
<b>Total (Rs.)</b>	<b>88772.00</b>				

## Verification

I, NANDITA LAKSHMANAN, son / daughter of GOPALAKRISHNAN working in the capacity of CHAIRPERSON (designation) do hereby certify that a sum of Rs. 88772.00 [Rs. Eighty Eight Thousand Seven Hundred and Seventy Two Only (in words)] has been deducted and a sum of Rs. 88772.00 [Rs. Eighty Eight Thousand Seven Hundred and Seventy Two Only] has been deposited to the credit of the Central Government. I further certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, TDS deposited and other available records.

Place	Bangalore	
Date	21-May-2018	
Designation: CHAIRPERSON		(Signature of person responsible for deduction of Tax)
		Full Name: NANDITA LAKSHMANAN

## Notes:

- Part B (Annexure) of the certificate in Form No.16 shall be issued by the employer.
- If an assessee is employed under one employer during the year, Part 'A' of the certificate in Form No.16 issued for the quarter ending on 31st March of the financial year shall contain the details of tax deducted and deposited for all the quarters of the financial year.
- If an assessee is employed under more than one employer during the year, each of the employers shall issue Part A of the certificate in Form No.16 pertaining to the period for which such assessee was employed with each of the employers. Part B (Annexure) of the certificate in Form No. 16 may be issued by each of the employers or the last employer at the option of the assessee.
- To update PAN details in Income Tax Department database, apply for 'PAN change request' through NSDL or UTITSL.

## Legend used in Form 16

## \* Status of matching with OLTAS

Legend	Description	Definition
U	Unmatched	Deductors have not deposited taxes or have furnished incorrect particulars of tax payment. Final credit will be reflected only when payment details in bank match with details of deposit in TDS / TCS statement
P	Provisional	Provisional tax credit is effected only for TDS / TCS Statements filed by Government deductors. "P" status will be changed to Final (F) on verification of payment details submitted by Pay and Accounts Officer (PAO)
F	Final	In case of non-government deductors, payment details of TDS / TCS deposited in bank by deductor have matched with the payment details mentioned in the TDS / TCS statement filed by the deductors. In case of government deductors, details of TDS / TCS booked in Government account have been verified by Pay & Accounts Officer (PAO)
O	Overbooked	Payment details of TDS / TCS deposited in bank by deductor have matched with details mentioned in the TDS / TCS statement but the amount is over claimed in the statement. Final (F) credit will be reflected only when deductor reduces claimed amount in the statement or makes new payment for excess amount claimed in the statement

# FORM NO.16

## PART B ( Annexure )

Employee Name

Sashi B Ghising - 114

PAN No. of the Employee

AHHPG1403D

### DETAILS OF SALARY PAID AND ANY OTHER INCOME AND TAX DEDUCTED

1. Gross Salary			
(a) Salary as per provisions contained in section 17(1)	1,130,580.00		
(b) Value of perquisites under section 17(2) (as per Form No.12BA, wherever applicable)	0.00		
(c) Profits in lieu of salary under section 17(3) (as per Form No.12BA, wherever applicable)	0.00		
(d) Total		1,130,580.00	
2. Less : Allowance to the extent exempt under section 10			
House Rent Allowance -section 10 (13A)	77,952.00		
Conveyance -section 10 (14)	19,200.00		
Medical	15,000.00		
Total		112,152.00	
3. Balance (1-2)			1,018,428.00
4. Deductions :			
(a) Entertainment allowance	0.00		
(b) Tax on employment	0.00		
5. Aggregate of 4 (a) to (b)			0.00
6. Income chargeable under the head 'SALARIES' (3 - 5)			1,018,428.00
7. Add: Any other income reported by the employee			0.00
8. Gross total income (6 + 7)			1,018,428.00
9. Deductions under Chapter VIA			
(A). Sections 80C,80CCC,80CCD	<b>Gross Amount</b>	<b>Qualifying Amount</b>	<b>Deductible Amount</b>
(a). Section 80C			
1 PF	50,449.00	50,449.00	50,449.00
2 Equity Linked Savings Scheme ( ELSS )	50,000.00	50,000.00	50,000.00
3 Life Insurance Premium	25,988.00	25,988.00	25,988.00
4 5 Years of Fixed Deposit in Scheduled Bank	60,000.00	23,563.00	23,563.00
(b). Section 80CCC		0.00	0.00
(c). Section 80CCD		0.00	0.00
Note:1 - Aggregate amount deductible under section 80C shall not exceed One Lakh Fifty Thousand rupees			
Note:2 - Aggregate amount deductible under the three sections, ie, 80C, 80CCC and 80CCD, shall not exceed One Lakh Fifty Thousand rupees			
(B). Other Sections (for e.g., 80E, 80G etc.) under Chapter VIA	<b>Gross Amount</b>	<b>Qualifying Amount</b>	<b>Deductible Amount</b>
10. Aggregate of deductible amount under Chapter VIA			150,000.00
11. Total Income (8 - 10)			868,428.00
12. Tax on Total Income			86,186.00
13. Surcharge			0.00
14. Education Cess @3 % (on tax computed at S.No. [12+13])			2,586.00
15. Tax payable (12+13+14)			88,772.00
16. Less: Relief under section 89 (attach details)			0.00
17. Tax payable (15-16)			88,772.00

### Verification

I, **NANDITA LAKSHMANAN**, son/daughter of **GOPALAKRISHNAN** working in the capacity of **CHAIRPERSON** (designation) do hereby certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, and other available records.

Place: Bangalore

Date: 21-May-2018

Signature of the person responsible for deduction of tax

Designation: CHAIRPERSON

Full Name: NANDITA LAKSHMANAN

**FORM NO.12BA**

{See Rule 26A(2) (b)}

**Statement showing particulars of perquisites, other fringe benefits or amenities and profits in lieu of salary with value thereof**

- 1) Name and address of the employer : **PRACTICE STRATEGIC COMMUNICATIONS INDIA PRIVATE LIMITED**  
43, 2nd Floor, 80 Feet Road, Indiranagar, HAL 3rd Stage, Bangalore 560038
- 2) TAN : BLRP06914F
- 3) TDS assessment range of the employer : The Commissioner (TDS) Room No 59, HMT Bhawan, 4 Floor, Bellary Road, Ganganagar, Bangalore 560032
- 4) Name, designation and PAN of employee : **Sashi B Ghising - 114**  
Project Manager-Communication Design  
AHHPG1403D
- 5) Is the employee a director or a person with substantial interest in the company (where the employer is a company) : No
- 6) Income under the head "SALARIES" of the employee (other than from perquisites) : 1,130,580.00
- 7) Financial year : 2017 - 2018
- 8) Valuation of perquisites

SI No	Nature of perquisite (see rule 3)	Value of perquisite as per rules (Rs.)	Amount, if any recovered from the employee (Rs.)	Amount of perquisite chargeable to tax (3) - (4) (Rs.)
(1)	(2)	(3)	(4)	(5)
1	Accommodation	0.00	0.00	0.00
2	Cars/Other automotive	0.00	0.00	0.00
3	Sweeper, gardener, watchman or personal attendant	0.00	0.00	0.00
4	Gas, electricity, water	0.00	0.00	0.00
5	Interest free or concessional loans	0.00	0.00	0.00
6	Holiday expenses	0.00	0.00	0.00
7	Free or concessional travel	0.00	0.00	0.00
8	Free meals	0.00	0.00	0.00
9	Free education	0.00	0.00	0.00
10	Gifts, vouchers etc.	0.00	0.00	0.00
11	Credit card expenses	0.00	0.00	0.00
12	Club expenses	0.00	0.00	0.00
13	Use of movable assets by employees	0.00	0.00	0.00
14	Transfer of assets to employees	0.00	0.00	0.00
15	Value of any other benefit/amenity/service/privilege	0.00	0.00	0.00
16	Stock options (non-qualified options)	0.00	0.00	0.00
17	Other benefits or amenities	0.00	0.00	0.00
18	Total value of perquisites	0.00	0.00	0.00
19	Total value of profits in lieu of salary as per section 17(3)	0.00	0.00	0.00

## 9) Details of tax:

- (a) Tax deducted from salary of the employee u/s 192(1) : 88,772.00
- (b) Tax paid by employer on behalf of the employee u/s 192(1A) : 0.00
- (c) Total tax paid : 88,772.00
- (d) Date of payment into Government treasury :

**DECLARATION BY EMPLOYER**

I, **NANDITA LAKSHMANAN**, son/daughter of **GOPALAKRISHNAN** working as **CHAIRPERSON** do hereby declare on behalf of **PRACTICE STRATEGIC COMMUNICATIONS INDIA PRIVATE LIMITED** that the information given above is based on the books of account, documents and other relevant records or information available with us and the details of value of each such perquisite are in accordance with section 17 and rules framed thereunder and that such information is true and correct.

Signature of the person responsible for deduction of tax

Place: Bangalore

Full Name: NANDITA LAKSHMANAN

Date: 21-May-2018

Designation: CHAIRPERSON