



FLEXIBLE BENEFIT PLAN

FBP Component	Break up	Taxability	Payout Frequency (If Opted)
Sodexo Meal Passes	Nil, Rs.1000 pm or Rs.2000 pm	Non taxable	Monthly
Leave Travel Allowance	Maximum up to 10,000 pm	Exempted as per IT guidelines, subject to submission of LTA proof.	On Submission of Bills
Medical Allowance	Nil, 1,600 pm	Exempted as per IT guidelines	Monthly (Bills to be submitted as per the investment submission cycle)
Conveyance Allowance	Nil, 1,250 pm	Exempted as per IT guidelines	Monthly
Child Education Allowance	100 p.m. per child upto max 2 children	Exempted as per IT guidelines	Monthly
Hostel Allowance	300 p.m. per child upto max 2children	Exempted as per IT guidelines	Monthly
National Pension Scheme	Up to 10% of Basic salary OR Minimum 500 per month.	Exemption under following section - 10% of Basic Salary u/s 80 CCD (1B) - Rs. 50,000 u/s 80CCD(1B)	Monthly deposited in your NPS Account
Special Allowance*	Balancing Figure	Fully taxable	

Notes:

- Company Car Lease Program will launch in H2 of 2016.