

Name: Rajesh Kumar S		
<b>Total Employment Cost (TEC) Break-Up</b>		
Dept:		
	<b>Annual</b>	<b>Monthly</b>
Base Salary (i.e., 40% of Annual TEC)	1,680,000	140,000
HRA / Housing* (i.e., 50% of Annual Basic Salary)	840,000	70,000
Employer PF (i.e., 12% of Annual Basic Salary)	201,600	16,800
Employer Gratuity (i.e., 4.81% of Annual Basic Salary)	80,808	6,734
ESI - Employer contribution (i.e., 3.25% of Annual Gross Salary)*	0	0
Special Allowance	1,397,592	116,466
<b>Total Employment Cost (TEC)</b>	<b>4,200,000</b>	<b>350,000</b>
ESI - Employee contribution (i.e., 0.75% of Annual Gross Salary)*	0	0
PF - Employee contribution (i.e., 12% of Annual Basic Salary)	201,600	16,800
<b>PRE TAX NET SALARY (Less Employer PF, Employee PF, Employer Gratuity, Employer ESI &amp; Employee ESI)</b>	<b>3,715,992</b>	<b>309,666</b>
<p><b>*Note:</b></p> <p>1. ESI contributions will be applicable only for employees whose Gross Salary is less than INR 21000 PM.</p> <p>2. Gross Annual Salary = Basic Salary + HRA + Special Allowance - allocation towards reimbursement</p> <p>3. Above Break-up is computed with an assumption that you have not opted for any of the below reimbursement declaration.</p>		
<p>Staff can use Special Allowance to either plan taxes or avail benefits, as per IT provision of Govt. of India. Special Allowance can be availed either as Allowances(subject to applicable tax) and/or Reimbursement (as per limits defined by the policy). It includes LTA, Telephone expenses, Children's education and professional pursuit and is subject to change based on Income Tax provisions/company policy.</p>		
<b>Variable :</b>		<b>600,000</b>