

Employee Name		Level/Designation	Salary Structure	
S.No.	Components	Components Details	Monthly	Annual
A Fixed				
1	Basic Salary	35% of Base Salary	45,453	545,440
2	Conveyance Allowance	Fixed Amount	1,600	19,200
3	Medical Reimbursement	Reimbursable component shall be reimbursed on production of actual bills. Bills submission window opens twice in a financial year. In the absence of bills, remaining amount will be paid at the end of financial year, post deduction of taxes from the amount.	0	15,000
B Flexible				
4	House Rent Allowance	Can be fixed at 10% or 21% of Base Salary	27,272	327,264
5	Leave Travel Assistance	Default amount will be set as zero or can be claimed once a year as per entitlement per career stage	0	0
Special Allowance				
6	Special Allowance	Base Salary - (Fixed elements + Flexible Element)	54,291	651,496
Optional Benefits				
7	Meal Coupons	Optional benefit to buy meals at INR 100 per day for 20 days (on an average). Default amount will be set as zero	0	0
8	Car Lease Scheme	Available for Sr. Associate & above. Associate can join the scheme post 2 year completion. Default amount will be set as zero	0	0
9	Car Fuel and maintenance	Optional benefit to enroll in to car fuel and maintenance for self-owned car for an amount of INR 2000 per month. Default amount will be set as zero.	0	0
10	Driver Salary	Optional benefit to enroll in to driver's salary for self-owned car for an amount of INR 1000 per month. Default amount will be set as zero	0	0
C Base Salary = (1+2+3+4+5+6)			128,617	₹ 1,558,400
D Total Cash = (C)				1,558,400
11	Provident Fund	12% of Basic Salary or INR 1800 (whichever is more) *In case the Basic Salary is less than INR 15,000, the contribution shall be INR 1,800.	5,454	65,453
12	Gratuity	Deemed Value *Calculated at 4.81% of the basic salary (1.684% of base salary).The maximum aggregate value is INR 10,00,000.	2,187	26,243
E Total Retiral Benefits (Company Contribution)			7,641	91,696
**Total Cost to the Company (Before Tax Deduction) = D+E				1,650,096
**The above stated elements of compensation are taxable as per applicable Income Tax Laws. All the figures are in INR (India Rupees) only.				
*Note: The Program may be amended or withdrawn at any time and plan guidelines may be adjusted at the Company's discretion				
Disclaimer: The salary details specified in this document are tentative and subject to internal approvals. This document does not constitute an offer of employment and is not binding Sapient Consulting Limited in any manner.				
Other Company Benefits				
Sapient India Group Mediclaim Insurance Policy				
Medical Coverage		Floater of INR 8,00,000 per family (INR 3,00,000 per family plus INR 5,00,000 corp. buffer)		
Family members covered		Self, Spouse & two children		
Group Life Insurance Policy: India				
Term Life Insurance (T.L.I) is the most basic form of life insurance. In the event of the insured individual occurs within his/her Sapient tenure, the insurance company will pay the death benefit. No money is paid at the time of individuals exit. For more information please read through the details available on the Sapient People Portal.				
India Personal Accidental Insurance Policy				
Personal accidental is an insurance cover wherein, in the event of the person sustaining bodily injuries resulting solely or directly from an accident by external, violent and visible means, resulting into death or disablement. For more information please read through the details available on the Sapient People Portal				