

# DB Corp Limited - Digital Division

D-143, Sec 63, Noida (UP)

Print Date 07/02/2016

## Full and Final Settlement

Page 1 of 3

|                          |                      |  |            |
|--------------------------|----------------------|--|------------|
| <b>Code</b>              | 30061                | <b>Joining Date</b>                              | 13/10/2014 |
| <b>Name</b>              | SUBHASH KUMAR        | <b>Resignation Date</b>                          |            |
| <b>PF Number</b>         | MR/NOI/45623/812     | <b>Leaving Date</b>                              | 29/01/2016 |
| <b>Region</b>            | IMCL                 | <b>PAN Number</b>                                | BLMPK4162M |
| <b>Division</b>          | CORPORATE NOIDA IMCL | <b>DOJ DB</b>                                    | 13/10/2014 |
| <b>Parent Department</b> | TECHNOLOGY           | <b>DOJ Centre</b>                                |            |
|                          |                      | <b>Period of Employment (in Current Finyear)</b> | 304.00     |

| Particulars |         | Earnings   |   |  |  |   |   |  |  |   | Deductions  |  |  |   |  |  | Totals    |            |           |      |
|-------------|---------|--|---|--|--|---|---|--|--|---|---|--|--|---|--|--|-----------|------------|-----------|------|
| Pay Month   | Paydays | BASIC<br>CLA<br>SUPPALLOW.<br>OTH.NT-PAY<br>OTHALL3<br>OTHBENFIT<br>RETNBNS_QT | CONVEYANCE<br>EX-GRATIA<br>INCENTIVE<br>REWARD<br>DEPUTALL<br>STABBONUS | HRA<br>VAR. PAY<br>REWARD<br>AWARD<br>EDUALL<br>PERBONUS | CAR ALLOW.<br>ANN BONUS<br>RELOC. ALL<br>SPOT BONUS<br>UNIAL<br>FIXEDBONUS | MEDICAL<br>JOIN BONUS<br>VAR.ALLOW<br>FDA<br>INTREALL<br>REFBON | SPL.ALLOW<br>LV. ENCASH<br>NOTICE PAY<br>VDA<br>CCA<br>OTHERN | LTA<br>GRATUITY<br>HOLDSALARY<br>PROFALL<br>TELALL<br>INCERN | OTHER ALLW<br>TAXB. REIM<br>RIM.N-TAXB<br>OTHALL2<br>RELOCALL<br>RETNBONUS | PF<br>SETTLE DED<br>LOAN PRIN.<br>MEDINS<br>DONATE<br>CCF | ESI<br>SAL.ADV.<br>LUNCH<br>ECF<br>FLEXIREC<br>INDVMEDIIN | PROF. TAX<br>RENT DED.<br>SPP<br>EBF<br>LOAN_OTHER<br>APAAT_NIDH | VPF<br>OTH DED<br>HSG LOAN<br>LON_SALADV<br>ADVREC | WELFARE<br>TRANS DED.<br>ITEMCOST<br>LOAN_ASSET<br>LOAN_GEN | ADD. TAX<br>STOCK OPT.<br>PF RECOVERY<br>LICDED<br>MISCDED | ITAX & SCH<br>LOAN INT<br>MEAL DED.<br>TRLADV<br>VCF | GROSS PAY | GROSS DED. | NET PAY   |      |
| Apr 2015    | 30.00   | 11,500.00  | 800.00  | 4,600.00   |  |   | 16,998.00   |  |  | 1,380.00  |   |  |  |   |  | 476.00   | 33,898.00 | 1,906.00   | 31,992.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |
| May 2015    | 31.00   | 11,500.00  | 800.00  | 4,600.00   |  |   | 16,998.00   |  |  | 1,380.00  |   |  |  |   |  | 476.00   | 33,898.00 | 1,906.00   | 31,992.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |
| Jun 2015    | 25.00   | 9,583.00   | 667.00  | 3,833.00   |  |   | 14,165.00   |  |  | 1,150.00  |   |  |  |   |  | 358.00   | 28,248.00 | 1,558.00   | 26,690.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |
| Jul 2015    | 31.00   | 11,500.00  | 800.00  | 4,600.00   |  |   | 16,998.00   |  |  | 1,380.00  |   |  |  |   |  | 437.00   | 33,898.00 | 1,867.00   | 32,031.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |
| Aug 2015    | 31.00   | 11,500.00  | 800.00  | 4,600.00   |  |   | 16,998.00   |  |  | 1,380.00  |   |  |  |   |  | 437.00   | 33,898.00 | 1,867.00   | 32,031.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |
| Sep 2015    | 30.00   | 11,500.00  | 800.00  | 4,600.00   |  |   | 16,998.00   |  |  | 1,380.00  |   |  |  |   |  | 437.00   | 33,898.00 | 1,867.00   | 32,031.00 | PAID |
|             |         |  |   |  |  |   |   |  |  |   |   | 50.00  |  |   |  |  |           |            |           |      |

# DB Corp Limited - Digital Division

D-143, Sec 63, Noida (UP)

Print Date 07/02/2016

## Full and Final Settlement

Page 2 of 3

|          |       |            |           |           |  |          |            |  |  |           |  |        |  |  |  |          |            |           |            |      |
|----------|-------|------------|-----------|-----------|--|----------|------------|--|--|-----------|--|--------|--|--|--|----------|------------|-----------|------------|------|
| Oct 2015 | 31.00 | 11,738.00  | 1,290.00  | 4,695.00  |  | 766.00   | 16,715.00  |  |  | 1,409.00  |  |        |  |  |  | 425.00   | 35,327.00  | 1,934.00  | 33,393.00  | PAID |
|          |       |            |           | 123.00    |  |          |            |  |  |           |  | 100.00 |  |  |  |          |            |           |            |      |
| Nov 2015 | 30.00 | 11,888.00  | 1,600.00  | 4,755.00  |  | 1,250.00 | 16,537.00  |  |  | 1,427.00  |  |        |  |  |  | 425.00   | 36,230.00  | 1,952.00  | 34,278.00  | PAID |
|          |       |            |           | 200.00    |  |          |            |  |  |           |  | 100.00 |  |  |  |          |            |           |            |      |
| Dec 2015 | 31.00 | 11,888.00  | 1,600.00  | 4,755.00  |  | 1,250.00 | 16,537.00  |  |  | 1,427.00  |  |        |  |  |  | 425.00   | 36,230.00  | 1,952.00  | 34,278.00  | PAID |
|          |       |            |           | 200.00    |  |          |            |  |  |           |  | 100.00 |  |  |  |          |            |           |            |      |
| Jan 2016 | 31.00 | 11,888.00  | 1,600.00  | 4,755.00  |  | 1,250.00 | 16,537.00  |  |  | 1,427.00  |  |        |  |  |  | 425.00   | 36,230.00  | 1,952.00  | 34,278.00  | HOLD |
|          |       |            |           | 200.00    |  |          |            |  |  |           |  | 100.00 |  |  |  |          |            |           |            |      |
| TOTAL    |       | 114,485.00 | 10,757.00 | 45,793.00 |  | 4,516.00 | 165,481.00 |  |  | 13,740.00 |  |        |  |  |  | 4,321.00 | 341,755.00 | 18,761.00 | 322,994.00 |      |
|          |       |            |           | 723.00    |  |          |            |  |  |           |  | 700.00 |  |  |  |          |            |           |            |      |

## Reimbursements

| Full & Final Settlement Payments. | Annual Entitlement | Pro-rated Entitlement | Balance B/f | Claimed/Exempt | Balance |  |
|-----------------------------------|--------------------|-----------------------|-------------|----------------|---------|--|
|                                   |                    |                       |             |                |         |  |
| TOTALS                            |                    |                       |             |                |         |  |

# DB Corp Limited - Digital Division

D-143, Sec 63, Noida (UP)

Print Date 07/02/2016

## Full and Final Settlement

Page 3 of 3

| <b>Code</b>                                   | 30061             | <b>Payable Days</b>             |                  |
|---|-------------------|---------------------------------|------------------|
| <b>Name</b>                                   | SUBHASH KUMAR     | <b>Leave Encashment</b>         | 12.00            |
| <b>Parent Department</b>                      | TECHNOLOGY        | <b>Notice Recovery</b>          | 1.00             |
| <b>Sub Department</b>                         | TECHNOLOGY        |                                 |                  |
| <b>Location</b>                               | NOIDA-IMCL        |                                 |                  |
| <b>Designation</b>                            | PHP DEVELOPER     |                                 |                  |
| TAX CALCULATION                               |                   | DEDUCTION UNDER CHAPTER VI      |                  |
| GROSS SALARY(As per details given above)      | 341,755.00        |                                 |                  |
| FNF Settlement Payments & YTD Adjustments*    | 8,974.00          |                                 |                  |
| <b>Sub Total</b>                              | <b>350,729.00</b> |                                 |                  |
| Less: Leave Encashment Exemption              | 4,755.00          |                                 |                  |
| Less: Gratuity Exemption                      | 0.00              |                                 |                  |
| Less: House Rent Allowance Exemption          | 45,642.00         |                                 |                  |
| Less: Conveyance Exemption                    | 10,757.00         |                                 |                  |
| <b>Total Income</b>                           | <b>289,575.00</b> |                                 |                  |
| Sundry Payments                               | 0.00              |                                 |                  |
| Total Income excl. Sundry Payments            | 289,575.00        |                                 |                  |
| Annualised Salary                             | 289,575.00        |                                 |                  |
| Annualised Salary incl. Sundry Payments       | 289,575.00        |                                 |                  |
| Less: Professional Tax                        |                   |                                 |                  |
| Less: Pre.Emp.Professional Tax                |                   |                                 |                  |
| Any Other Income                              |                   |                                 |                  |
| Gross Total Income                            | <b>289,575.00</b> |                                 |                  |
| Less: Under Chapter VI-A and 80C              | 13,740.00         |                                 |                  |
| Taxable Income                                | <b>275,840.00</b> |                                 |                  |
| Income Tax Liability                          | 584.00            |                                 |                  |
| Propotionate Income Tax                       | 584.00            |                                 |                  |
| Balance Tax                                   | <b>584.00</b>     |                                 |                  |
| Add: Surcharge                                |                   |                                 |                  |
| Add: Education Cess                           | 18.00             |                                 |                  |
| Total Tax to be deducted                      | 602.00            |                                 |                  |
| Less: TDS deducted - through Payroll          | 4,321.00          |                                 |                  |
| Tax to be deducted on Full & Final Settlement | <b>0.00</b>       |                                 |                  |
|   |                   | INVESTMENTS                     |                  |
|   |                   | PF+VPF                          | 13,740.00        |
|   |                   | <b>Total Investment u/s 80C</b> | <b>13,740.00</b> |
|   |                   | HRA CALCULATION                 |                  |
|   |                   | Rent Paid                       | 82,465.00        |
|   |                   | From                            | 01/04/2015       |
|   |                   | To                              | 29/01/2016       |
|   |                   | 1.Actual HRA                    | 45,793.00        |
|   |                   | 2.Rent-10% Basic                | 71,054.00        |
|   |                   | 3.50% of Basic                  | 57,053.00        |
|   |                   | Least of Above is exempt        | 45,642.00        |
| NET PAYABLE DETAILS                           |                   |                                 |                  |
|   |                   | <b>EARNINGS</b>                 |                  |
|   |                   | Ex-Gratia *                     | 4,219.00         |
|   |                   | Leave Encash *                  | 4,755.00         |
|   |                   | Salary On Hold                  | 34,278.00        |
|   |                   | <b>GROSS PAYMENT</b>            | <b>43,252.00</b> |
|   |                   | <b>DEDUCTIONS</b>               |                  |
|   |                   | Settlement Ded                  | 396.00           |
|   |                   | <b>GROSS DEDUCTION</b>          | <b>396.00</b>    |
|   |                   | <b>NET PAYABLE</b>              | <b>42,856.00</b> |
|   |                   | FULL AND FINAL PAYMENT          |                  |
|   |                   | Authorised Signatory            |                  |

I, SUBHASH KUMAR, hereby acknowledge that I have received my full & final settlement from DB Corp Limited - Digital Division and no further dues are payable to me by the company.

Signature:\_\_\_\_\_