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|--|--------------------------|---|
| Name   | Siva Surendhar Suresh    |  |
| Band   | C12                      |   |
| Officer Title                                | Assistant Vice President |   |
| Location                                     | Chennai                  |   |
| Pay Element                                  |                          |   |
| Basic Salary                                 |                          | CSIL (INR)  |
| Special Allowance                            |                          | 8,28,179  |
| Meal Allowance                               |                          | 5,45,696  |
| House Rent Allowance<br>(Max. 50 % of Basic) |                          | 36,000  |
| LTA (Max 1 month Basic)                      |                          | 4,14,090  |
| Medical                                      |                          | 69,015  |
| Conveyance (1600 pm)                         |                          | -   |
| Location Premium Allowance                   | LPA                      | -   |
| CAR Cash                                     | (@20% of ASR-LPA)        | 1,50,000  |
| Total Fixed (ASR)                            |                          | 4,73,245  |
| Provident Fund                               | (@12% of Basic)          | 25,16,225   |
| Gratuity                                     | (@ 4.81% of Basic) **    | 99,382  |
| Super Annuation                              | (@13% of Basic)          | 39,836  |
| Total Retirals                               |                          | 1,07,664  |
|  |                          | 2,46,882  |
|  |                          |   |
|  |                          |   |
| Grand Total                                  |                          | 27,63,107   |

#### Introduction of Flexi Benefit Allowances to help employees design / select tax friendly benefits

- Retirals constitute of the following
- Provident Fund : 12% of Basic
- Gratuity : 4.81% of Basic
- Superannuation : 13% of Basic
- Total Retirals Percentage : 29.81% of Basic

#### FBP – Allocation

- LTA Max upto One Month's Basic Salary
- Meal Allowance INR 36000
- The balance portion is processed as Special allowance

#### Car Cash upto 20% of ( ASR - LPA) amount

#### Select - Flexi Benefit Plan will:

Employee has the flexibility to reallocate the FBP amount among components on joining  
Better meet employee needs  
Maximise the tax and National Insurance effectiveness