

Name: Chitta, Udaya Shankar		
Total Employment Cost (TEC) Break-Up		
Designation- VP, CPBB Analytics Operations	5A	
	Annual	Monthly
Base Salary (i.e., 40% of Annual TEC)	2,320,000	193,333
HRA / Housing* (i.e., 50% of Annual Basic Salary)	1,160,000	96,667
Employer PF (i.e., 12% of Annual Basic Salary)	278,400	23,200
Employer Gratuity (i.e., 4.81% of Annual Basic Salary)	111,592	9,299
ESI - Employer contribution (i.e., 3.25% of Annual Gross Salary)*	0	0
Special Allowance	1,930,008	160,834
Total Employment Cost (TEC)	5,800,000	483,333
ESI - Employee contribution (i.e., 0.75% of Annual Gross Salary)*	0	0
PF - Employee contribution (i.e., 12% of Annual Basic Salary)	278,400	23,200
PRE TAX NET SALARY (Less Employer PF, Employee PF, Employer Gratuity, Employer ESI & Employee ESI)	5,131,608	427,634
<p>*Note:</p> <ol style="list-style-type: none"> ESI contributions will be applicable only for employees whose Gross Salary is less than INR 21000 PM. Gross Annual Salary = Basic Salary + HRA + Special Allowance - allocation towards reimbursement Above Break-up is computed with an assumption that you have not opted for any of the below reimbursement declaration. 		
<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>		
Variable :		870,000