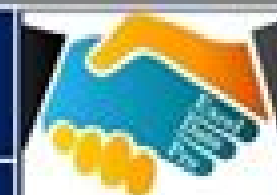


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Benefits Spend Rate Calculator

Total Benefit Spend	₹ 10,54,500
Total Compensation Spend	₹ 41,29,500
Benefits Spend Rate	25.54%

Benefit Spend Rate Detailed Calculations

Benefits	Amount	Direct Compensation	Amount
Retirement Plans	₹ 5,00,000	Basic Pay	₹ 20,00,000
Health Insurance	₹ 80,000	Differential Pay	₹ 1,50,000
Life Insurance	₹ 2,00,000	Short and Long Term Incentive Pay	₹ 1,25,000
Disability Insurance	₹ 1,50,000	Cash Rewards	₹ 1,15,000
Vacation	₹ 1,24,500	Bonus	₹ 6,85,000
Benefit Spend	₹ 10,54,500	Direct Compensation Spend	₹ 30,75,000
		Benefit Spend Share (A/(B+A))	25.54%

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