



Total Compensation Spend Rate Calculator

Total Compensation Spend Rate

Direct Compensation	₹ 25,00,000	Indirect Compensation	₹ 8,00,000
Operating Spend	₹ 98,75,000	TCS Rate	33.42%

Detailed Total Compensation Spend Rate

Direct Compensation		Indirect Compensation	
Basic Pay	₹ 15,00,000	Benefits	₹ 5,00,000
Differential Pay	₹ 2,00,000	Disability	₹ 50,000
Short and Long Term Incentive Pay	₹ 5,00,000	Medical/Dental/Life Insurance	₹ 75,000
Cash Rewards	₹ 2,00,000	Medical Reimbursements	₹ 50,000
Bonus	₹ 1,00,000	Leave Pay	₹ 87,000
		Flexible Benefits	₹ 38,000
Total Direct Compensation	₹ 25,00,000	Total Indirect Compensation	₹ 8,00,000
Operating Spend		Summary	
Fixed Costs	₹ 56,00,000	Total Direct Compensation	₹ 25,00,000
Variable Costs	₹ 42,75,000	Total Indirect Compensation	₹ 8,00,000
		Total Operating Spend	₹ 98,75,000
Total Operating Spend	₹ 98,75,000	TCS Rate	33.42%

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Shasha Hu



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