

BoB (Bouquet of Benefits) Scheme Option Document

Kindly Note:

- If you desire you can opt for various allowances under the Organizations BoB scheme. These allowances will be part of gross salary and does not entail any additional payout to you.
- Once you provide your option for the BoB allowances, your salary will be restructured accordingly.
- Please read carefully, the terms & conditions provided below for each allowance. Once you have chosen the allowance, you cannot change it for next 12 months
- Where no response is received, the existing options for BoB will continue to be applicable.

Impact of opting for BoB over the monthly in-hand salary

- Apart from Food coupons there is no impact on in-hand salary due to opting for BoB components, in case of Food Coupons Rs.2200/1100/- p.m. will be deducted from salary and Associate will be getting Sodexo vouchers/card worth Rs 2200/1100/- p.m.
- In case Associates do not submit supporting bills for the BoB opted, that much of amount become taxable as per the applicable Indian Income Tax Act.

Allowances under BoB Scheme & their Terms & Conditions:

BoB Heads	Supporting Documents for valid claims
Telephone/Internet Allowance	Post- paid phone bill and/or internet in name of the Associate is required. For each month Associate can submit only one phone & one internet bill
Books & Periodicals Allowance	Bills of News-paper/Magazine/Books, stamped and signed by the vendor is required
Children Education Allowance	Copy of School Fees, School ID card of your child is required
Food Vouchers(Sodexo)	No bills required/ This money will be deducted from monthly salary and Sodexo vouchers/card of worth Rs. 2200/- will be provided
Fuel Allowance	There must be a 4-wheeler registered in name of the Associate. Copy of RC and fuel bills mandatorily required
Chauffer Allowance	There must be a 4-wheeler registered in name of the Associate. Copy of Driver's DL and receipt of salary payout for each month is required

*BOUQUET OF BENEFITS		
	CTC 5 LPA – 10 LPA	CTC More than 10 LPA
Components	Up to Maximum of Monthly	Up to Maximum of Monthly
Telephone & Internet Reimbursement	2000	3000
Sodexo Voucher	2200	2200
Children Education Allowance	200	200
Books and Periodicals	1500	2000
Fuel Allowance	1800	1800
Chauffeur Allowance	900	900
Total	8600	10100
