



## 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%      |

# Compensation And Benefit Formulas Excel

**L Darling-Hammond**



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