

Summary of Perquisites

Taxable to all	1	Accommodation	Taxability depends upon city where it is provided, So Perquisite is 15%, 10% or 7.5% of salary (if Accommodation is owned by employer). If it is taken on rent by employer then it is rent paid or 15% of salary whichever is less. If furniture is also provided, then add 10% of cost of furniture or rent paid by employer for furniture (as the case may be) If some rent is recovered from employee, then reduce such amount from the value computed above.
	2	Interest free or concessional Loan	Interest calculated as per SBI (April 1 Rate) Less Interest paid to employer
	3	Holiday Home Facility	Amount that employer collects from outsiders or actual cost incurred by it (as the case may be)
	4	Value of Free Food or non-alcoholic beverages	Amount per meal in excess of Rs. 50 per meal
	5	Value of Gift vouchers	Gift in excess of Rs 5000 p.a.
	6	Club facility or credit card expenses	Cost incurred by the employer
	7	Use of movable assets	10% of cost of such asset (other than laptops / computers) or rent paid by the company as the case may be
	8	Transfer of movable assets to employee	Cost of asset less depreciation = wdv and wdv less amount recovered from employee shall be Perquisite value. Depreciation is @ 50% reducing balance for computers, 20% reducing balance for Motor Car and 10% straight line for others

Taxable for Specified Employee	1	Car Facility	Car owned by employer & exp reimbursed by employer for official as well as personal use then @ Rs. 1800 p.m. (for less than 1.6 cc) & @ Rs. 2400 p.m. (for more than 1.6 cc) Plus Rs. 900 p.m. for Driver Car owned by employer & exp incurred by employee for official as well as personal use then @ Rs. 600 p.m. (for less than 1.6 cc) & @ Rs. 900 p.m. (for more than 1.6 cc) Plus Rs. 900 p.m. for Driver If Car is owned by employee but expenses are reimbursed by employer, then valuation shall be amount reimbursed by employer less amount p.m. considered above if the car is owned by employer (i.e. Rs. 1800 p.m. or Rs. 2400 p.m.)
	2	Services of Gardner, Watchmen, Servents	Cost incurred by the employer
	3	Supply of Gas, Electricity and water	Manufacturing cost per unit or amount paid by the employer to outside agency as the case may be
	4	Free or concessional educational facilities	cost incurred by the employer in excess of Rs. 1000 p.m. per child less amount recovered from employee

Valuation of ESOPS	1	Value of any specified security or sweat equity shares	Value = fair market value (FMV) of specified security or shares on the date on which option is exercised by the assessee less amount paid by such assessee in respect of such security or shares FMV = If shares are listed on stock exchange(s) then Average of Opening and closing price of the day of such stock exchange having highest volume of trading in shares FMV = If shares are listed on stock exchange(s) but there is no trading on the date of exercising option, then closing price of share on a date closest to the date of exercise of option FMV if shares are not listed then it shall be value as determined by the merchant bankers.

Tax Free Perquisites	1	Medical Facility provided to an employee or his household in a Hospital maintained by the employer.
	2	Reimbursement of medical expenses up to Rs. 15,000 p.a.
	3	Any recreation facility provided to the employees
	4	Expenses on Training of employees
	5	Use of Health club, sports and similar facilities provided to all employees uniformly
	6	Expenses on telephone incl mobile phones of employees
	7	Employers contribution to superannuation fund up to Rs. 1,00,000 p.a.
	8	Premium paid by employer on accident insurance policies of employees
	9	Amount given by employer to assessee's child as scholarship
	10	Any tea and snacks provided during working hours
	11	Any meal provided up to Rs. 50 per meal
	12	Any loan granted for less than Rs. 20,000 or for treatment of specified diseases
	13	Use of Laptops / computers
	14	Leave Travel concession
	15	Educational facilities up to Rs. 1000 p.m. per child
	16	Tax paid by employer on non-monetary perquisites