

Asmitha R E
10672569
April 08, 2022

Dear Asmitha R E,

We are happy that you are a part of LTI's silver jubilee milestone.

We are 25 years young, thriving, innovating and solving at our best. We have witnessed numerous successes during these 25 years and faced some industry wide challenges with grit. But most importantly, we have been together during these ups and downs and are stronger than ever.

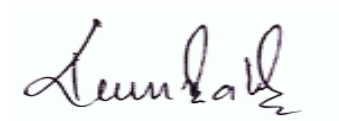
Please find attached your revised compensation effective January 1st, 2022. Many congratulations.

All matters related to your compensation with the company is strictly confidential and expected to be treated the same from your side. All other terms and conditions of your employment remain unchanged.

We look forward to your continuous support and contribution in scaling new heights with LTI.

Sincerely,

For Larsen & Toubro Infotech Ltd. (LTI)



Balaji Kumar
Chief Human Resources Officer

LTI - Confidential

Larsen & Toubro Infotech Ltd.

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A Larsen & Toubro
Group Company



Salary Card

Name : Asmitha R E		Grade : P1
P.S. No. : 10672569		Designation : Data Engineer
Components	Per Annum	Per Month
Basic	180,000	15,000
Bouquet of Benefits (BoB)	369,684	30,807
Bonus	21,000	1,750
A. Base Salary	570,689	47,557
B. Total Variable	0	
C. Total Target Cash (TTC) - A+B	570,689	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Insurance Premium	10,556	
D. Retiral and Other Benefits	40,820	
Cost to Company (CTC) - C+D	611,509	
Medical Insurance: For details refer to Medical Benefits Scheme - Grades P4, M4, L4, S3 and Below policy on HR Policies Portal. Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.		





Name : Asmitha R E

P.S. No. : 10672569

Notes:

- PF and leave encashment will be calculated based on Basic, as per the rules.
- The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution.
- Gratuity will be calculated based on Basic, as per the rules.
- Employees on overseas deputation will be paid allowances as per Overseas Deputation Note/ Allowance Revision Letter.

Following are the components applicable to you under **Bouquet of Benefits(BoB)**.

Components	Limits	Remarks
House Rent Allowance (p.m.)	10% - 50% of basic	Mandatory
Conveyance Allowance (p.m.)	Rs. 1,600/-	Optional
Medical Allowance (p.m.)	Rs. 1,250/-	Optional
Education Allowance (p.m.)	Rs. 200/-	Optional
Leave Travel Allowance (p.a.)	Rs. 15,000/-	Optional
Meal Allowance (p.m.)	Rs. 1,100/- OR Rs. 2,200/-	Optional
Hostel Expenditure (p.m.)	Rs. 600/-	Optional

- Balance amount under Bouquet of Benefits(BoB) will be paid as Adhoc Allowance per month and will be fully taxable.

- You are required to declare your options under Bouquet of Benefits(BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits(BoB) are available on HR Policies portal.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security - 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

