

**HRD/CR/2022/08/1076322**

**August 31, 2022**

**Alish Palasara**  
**Emp. No. 1076322**  
**STG**

Dear Alish,

Surviving the tides of the pandemic storm, we have touched down safely and strongly to power through with resilience yet again. Let's take a moment to reflect upon and appreciate some of the great work we have delivered as an organization. It's all your commitment and hard work that made the difference.

Congratulations! You will start performing the role of **Specialist Programmer** in **PL 5** effective **April 01, 2022**.

We are pleased to revise your compensation with effect from **April 01, 2022** and your revised compensation is:

**Total Gross Salary: INR 81,483/- per month**

*(Inclusive of Performance Bonus at an indicative pay out of 100%)*

The job description, competencies and performance measures applicable to you in revised Role Designation will be made available on Harmony shortly.

All other terms and conditions of your employment remain unchanged.

We look forward to continued success in the years to come!

Best regards,



**Shankar Krishnamurthy**  
**EVP and Group Head – Human Resources**

Emp. No. 1076322

Role Designation: Specialist Programmer

PL: 5

Unit: STG

### ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
<b>Fixed Salary</b>		
Basic Salary	18,160 /-	34,650 /-
Basket of Allowances	11,465 /-	21,856 /-
Bonus / Ex-Gratia	3,632 /-	6,930 /-
<b>Retirement Benefits</b>		
Provident Fund	2,179 /-	4,158 /-
Gratuity	873 /-	1,667 /-
<b>Total Fixed Salary</b>	<b>36,309 /-</b>	<b>69,261 /-</b>
Performance Bonus*	NA	12,222 /-
<b>TOTAL GROSS SALARY</b>	<b>36,309 /-</b>	<b>81,483 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>435,708 /-</b>	<b>977,796 /-</b>

*Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.*

\*Infosys Limited operates a non-contractual discretionary Performance Bonus Plan. The Performance Bonus is paid out on a quarterly basis. The payment of Performance Bonus will happen in August, November, February and May respectively for the period of April to June, July to September, October to December and January to March. The actual payment of Performance Bonus will vary based on the Company, Unit / Department and individual performance. Please note that to be eligible for Performance Bonus payment for a given evaluation period, you need to be on the rolls of the Company as on the last date of the evaluation period under consideration.

*The Company reserves the right to change the provisions under this Bonus Plan, by giving prior notice to the concerned employees.*

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.