

Campus Management International Pvt. Ltd.
3rd Floor, Olympia/Building-01,
Bagmane Tech Park, C V Raman Nagar,
Byrasandra, Bangalore - 560 093
Karnataka, India.

CAMPUSSM
MANAGEMENT

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Web : www.campusmanagement.com
CIN : U74900KA2015FTC079859

CMI/ARC/C10470/2020-21/2004360

November 25, 2020

PERSONAL & STRICTLY CONFIDENTIAL

Employee Name: Pappuri Balarami Reddy
Employee Number: C10470
Department: CMI-Engineering-QA

Dear Pappuri Balarami Reddy,

In recognition of your performance and commitment to the organization, we are pleased to inform you that your Annual Total (CTC) has been revised to **INR 21,66,831/- (Rupees : Rupees : Twenty One Lakh Sixty Six Thousand Eight Hundred Thirty One Only Only)** with effect from **July 01, 2020**. (Details enclosed in **Annexure I**)

The revision takes into consideration your overall performance for the period of July 2019 to June 2020. Please note the company treats the amount paid to employees as confidential and expects all employees to handle such information appropriately.

As we continue to integrate all businesses into one company - Anthology, we are also in the process of reviewing and standardizing the salary structures of all employees in accordance with the global standards (at the same time being in compliance with local regulatory requirements). Accordingly, your CTC and TCTC as set out in **Annexure I** hereunder may undergo certain structural changes. However, the overall salary package as mentioned in **Annexure I** shall remain unchanged. You shall be duly informed in due course as and when the changes are effected.

In continuation, please note that your notice period continues to be **60 days**. All other terms and conditions of your employment will remain as detailed in your original offer letter as amended from time to time. We wish you the very best and look forward to your long-term contribution to the business and overall growth of the Company.

Please sign and return a copy of this revision letter to the HR Department of the Company.

For, Campus Management International Pvt. Ltd.



Jhilik Sharma
CHRO (Asia, LATAM, CAN, UK) & Global Learning

Accepted:
Pappuri Balarami Reddy

This letter is generated on 25-11-2020

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Annexure-I

SALARY BREAK-UP			
Employee Name	Pappuri Balarami Reddy		
Department	CMI-Engineering-QA	With Effect From	July 01, 2020
Designation & Role	Lead Software QA - L3A	Level	L3
SALARY COMPONENTS		Compensation	
		INR (per month)	INR (per Annum)
PART - A			
Basic + DA		₹ 66,086	₹ 7,93,032
Flexible Benefits Plan (FBP)		₹ 1,01,417	₹ 12,17,008
Provident Fund (Employer Contribution)		₹ 7,930	₹ 95,164
BASE PAY		₹ 1,75,434	₹ 21,05,204
Gratuity (Employer Contribution) ¹		₹ 3,177	₹ 38,127
COST TO COMPANY - CTC		₹ 1,78,611	₹ 21,43,331
PART - B			
Allowances / Reimbursement Plan ²			
Subsidized Lunch		₹ 750	₹ 9,000
Heath Club Allowance / Fee Reimbursement		₹ 1,000	₹ 12,000
Annual Medical Check-up		₹ 125	₹ 1,500
Birthday Gift Voucher		₹ 83	₹ 1,000
TOTAL ALLOWANCE / REIMBURSEMENT COST		₹ 1,958	₹ 23,500
TOTAL COST TO COMPANY - TCTC		₹ 1,80,569	₹ 21,66,831
TOTAL COST TO COMPANY - TCTC		₹ 1,80,569	₹ 21,66,831
Other Benefits			
PARTICULARS		AMOUNT (INR)	
Medical Insurance Per Annum (Including Family)		₹ 2,00,000	
Group Term Life Insurance Per Annum		₹ 25,00,000	
Group Personal Accident Insurance Per Annum		₹ 10,00,000	
General Purpose Loan @ 5% Interest Per Annum		₹ 25,000 - ₹ 75,000	
Education Loan (Interest Free) (Based on Business Approval)		₹ 25,000 - ₹ 75,000	
Salary Advance (Interest Free)		One Month Base Pay	
Educational Assistance Reimbursement		₹ 25,000	
Cell Phone Reimbursement - Team and Job Role based		₹ 12,000 - ₹ 60,000	
Internet Connection/Data card - Team and Job Role based		₹ 12,000	
Leave Encashment - As Per Company Policy		As per provision of the Company Leave Policy	
Important Notes			
1 - Payment of Gratuity - 15 days of every completed year of service on the last drawn basic; Eligible on completion of 5 years and above of service.			
2 - Allowance / Reimbursement Plan - This amount is set aside as an allowance and to be availed / reimbursed and will not be encashed at any point in time.			

For, Campus Management International Pvt. Ltd.



Jhilik Sharma
CHRO (Asia, LATAM, CAN, UK) & Global Learning

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Pappuri Balarami Reddy

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