

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



Phone : +91 (80) 4339 8400
Fax : +91 (80) 4339 8410
Email : contactcmi@campusmgmt.com
Web : www.campusmanagement.com
CIN : U74900KA2015FTC079859

CMI/ARC/C10470/2019-20/100103

September 20, 2019

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 19,97,079/- (Rupees : Nineteen Lakh Ninety Seven Thousand Seventy Nine Only)** with effect from **July 01, 2019**. (Details enclosed in **Annexure I**)

The revision takes into consideration your overall performance for the period of July 2018 to June 2019. Please note the company treats the amount paid to employees as confidential and expects all employees to handle such information appropriately.

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
Vice President-Human Resources & Learning

Accepted:

Pappuri Balarami Reddy
This letter is generated on 25-09-2019

Phone : +91 (80) 4339 8400
Fax : +91 (80) 4339 8410
Email : contactcmi@campusmgmt.com
Web : www.campusmanagement.com
CIN U74900KA2015FTC079859

Annexure-I

SALARY BREAK-UP			
Employee Name	Pappuri Balarami Reddy		
Department	CMI-Engineering-QA	With Effect From	July 01, 2019
Designation & Role	Lead Software QA (Senior Software QA)	Level	L3
SALARY COMPONENTS		Compensation	
		INR (per month)	INR (per Annum)
PART - A			
Basic + DA		₹ 60,852	₹ 7,30,224
Flexible Benefits Plan (FBP)		₹ 93,385	₹ 11,20,621
Provident Fund (Employer Contribution)		₹ 7,302	₹ 87,627
BASE PAY		₹ 1,61,539	₹ 19,38,472
Gratuity (Employer Contribution) ¹		₹ 2,926	₹ 35,107
COST TO COMPANY - CTC		₹ 1,64,465	₹ 19,73,579
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		₹ 1,66,423	₹ 19,97,079
TOTAL COST TO COMPANY - TCTC		₹ 1,66,423	₹ 19,97,079
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		₹ 25,00,000	
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
Vice President-Human Resources & Learning

Accepted:

Pappuri Balarami Reddy
This letter is generated on 25-09-2019