

Eurofins IT Solutions India Pvt. Ltd

Mailing Address: No. 540/1, Doddanekkundi Industrial Area 2,

Date: 11th April 2017

Hoodi, Bangalore - 560 048

Phone: +91-80-30089300, Fax:+91-80-41680405 Corporate Identity Number: U72200KA2012FTC062653

Private and Confidential

Employee Number

: EITS147

Employee Name Designation : Balarami Reddy Pappuri : Senior QA Test Engineer

Band

· 43

Sub: 2016 Remuneration Review

Dear Balarami,

We are pleased to inform you that your compensation is revised to **Rs.1,604,362/-(Rupees Sixteen Lakh Four Thousand Three Hundreds Sixty Two Only.)** which includes a 10% (variable) Annual Performance Pay of **Rs.142,400/-** with effect from 1st April 2017. The detailed break up of your Total Cost to Company is given in Annexure "A".

Your remuneration outcome takes into account external market practice, your performance against objectives, your demonstration of Eurofins's Values and Eurofins's overall performance.

All other terms and conditions of your employment remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

Best Wishes,

For Eurofins of Solutions India Pvt. Ltd.

Human Resources



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ANNEXURE A

Employee Name : Balarami Reddy Pappuri

Details		Monthly	Annual
BASIC		39533	474400
DEARNESS ALLOWANCE		2000	24000
CONVEYANCE ALLOWANCE		1600	19200
CHILD EDUCATION ALLOWANCE		200	2400
MEDICAL EXPENSE		-	15000
FLEXI BENEFIT PLAN* (AMOUNT NOT ALLOCATED IN THE OPTIONS IS FULLY TAXED)	GIFT COUPONS	9/	4999
	FOOD COUPON	1500	18000
	BUSINESS ATTIRE	3000	36000
	HOUSE RENT ALLOWANCE	64183	770193
	LEAVE TRAVEL ALLOWANCE		
	CAR LEASE ALLOWANCE		
	CAR RUNNING & MAINTENANCE		
	EDUCATION CONTUINITY		
	FURNITURE & ELECTRONICS		
Employer PF @ 12% of Basic		4984	59808
GROSS		117000	1424000
MEDICLAIM PREMIUM		-	14000
GRATUITY		-	23962
ANNUAL PERFORMANCE PAY		-	142400
TOTAL COST TO COMPANY		117000	1604362

* Please refer Flexi Benefit Plan for more details

For Eurofins T Solutions India Pvt. Ltd.

Priti Nagi Human Resources

I accept the above terms

Signature

POINTS TO NOTE:

 Insurance Premium paid by the company for Employee and Family. (1 Employee + 5 Dependents) Amount shown here is close to actuals.

II. Eligibility to claim Gratuity component is only after completing 5 Years of Service with Eurofins.

An Annual Performance Pay may be payable based on Company performance and individual employee performance as per the Company's Policy, rules and regulations and should be considered a variable non-guaranteed earning. 10% of Gross Salary will be paid if you meet the expectations of your role, and the set goals.

IV. Appropriate tax will be deducted as applicable.