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Email : contactcmi@campusmgmt.com
Web : www.campusmanagement.com
CIN : U74900KA2015FTC079859

CMI/ARC/C10470/2021

October 28, 2021

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 you have been promoted and designated as **"Principal Software QA"** at **L3 B**. Consequently your Annual Total (CTC) has been revised to **INR 26,94,039/- (Rupees : Rupees : Twenty Six Lakh Ninety Four Thousand Thirty Nine Only Only)** with effect from **July 01, 2021**.
(Details enclosed in **Annexure I**)

The revision takes into consideration your overall performance for the period of July 2020 to June 2021. Please note the company treats the amount paid to employees as confidential and expects all employees to handle such information appropriately.


Please be informed that we are moving towards a new Labour Code as notified by the Central/State Governments, this year your CTC and TCTC as set out in Annexure 1 hereunder has undergone certain structural changes (in compliance with local regulatory requirements) however, the overall salary package as mentioned in Annexure I shall remain unchanged.

Please note, considering that you have been promoted as **Principal Software QA**, your notice period will now be **60 days** with effect from **July 01, 2021**.

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 27-10-2021

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Annexure-I

SALARY BREAK-UP			
Employee Name	Pappuri Balarami Reddy		
Employee Number	C10470	With Effect From	July 01, 2021
Department	CMI-Engineering-QA	Level	L3
Designation & Role	Principal Software QA	Grade	B
Salary Components		Compensation and Benefits	
Sl No	Particulars	INR (Per Month)	INR (Per Annum)
1	Basic Salary + DA	89,801	10,77,616
2	House Rent Allowance	53,881	6,46,570
3	Conveyance Allowance	5,000	60,000
4	Flexi Benefit Plan Taxable	60,728	7,28,731
a	Base Pay (1+2+3+4)	2,09,410	25,12,917
	Employer Contribution:		
5	PF @ 12% on (1)	10,776	1,29,314
6	Gratuity on (1)	4,317	51,808
b	Total Employer Contribution (5+6)	15,093	1,81,122
	Total Cost to Company (a+b)	2,24,503	26,94,039

For, Campus Management International Pvt. Ltd.



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

Accepted
Pappuri Balarami Reddy

This letter is generated on 10/27/2021

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Annexure-2

Benefits Applicable to employees:

In addition to your annual compensation, you will also be eligible for following benefits upon Joining our organization, which will be as per company policy.

1) Insurance Benefits:

- a) **Medical Insurance:** Effective your date of joining, yourself and your family are being covered under medical insurance for a sum of 3,00,000/- per annum, the premium for this is being completely paid by the organization. Family includes Self, Spouse, 2 children's and parents.
- b) **Life Insurance:** Employee will also be for Group Term Life Insurance and Group Personal Accident insurance. The coverage amount will be based on your level.

2) Wellness Allowances:

- a. **Health Club Allowance/ Fee Reimbursement:** Anthology provide Health Club allowance / Gym for all employees up to Rs 12,000/- per annum. Employee will be allowed to claim eligible bills as reimbursement.
- b. **Annual Medical Health Check up:** Anthology do provide reimbursement to employees annual medical health checkup up to Rs 1500/- per annum. An employee must submit relevant bills to claim this.
- c. **Birthday Celebrations:** Employee can also claim reimburse of lunch/dinner expense upto Rs. 1000/- on their birthday.

3) Gratuity

Gratuity shall be paid subject to the maximum cap as prescribed under law under the Payment of Gratuity Act 1972 (including any amendments thereof)

4) Roles and Responsibility Specific Benefits:

- a. **Food Card:** Applicable for employees who are working on evening / night shifts.
- b. **Shift Allowance:** Applicable for employees who are working on evening / night shifts.
- c. **Cab Facilities:** Employees who are working on evening / night shifts will be eligible for pick and drop cab facility.
- d. **Snack Vouchers:** Applicable for employees who are working on evening / night shifts.

Please refer to the organization policies for more details.

For, Campus Management International Pvt. Ltd.

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

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