



WW/HR/PMS/STR/1/HYD01/01185

Date: 27-April-2018

To  
Kranthiveer Tummuri  
Emp Code: 613  
Designation: Software Engineer  
Role Band: A2

Sub: Your Compensation Structure w.e.f. 1<sup>st</sup> April 2018

Dear Kranthiveer,

As we complete a decade of business success, WHISHWORKS is grateful to have you as a part of our team. We have had a good year, peppered with plenty of industry recognition and customer accolades. We now look forward to march ahead and conquer new challenges.

The sheet appended shows the clear structure of your compensation, in compliance with the government regulations on corporate compensation and benefits. All the other terms and conditions mentioned in your offer letter or earlier official communication remain unchanged.

Please treat all information contained herein as "Strictly Confidential". This must never be discussed with anyone other than the CxO in charge of your department, the CEO or me.

"Quality and Skills" are what we continue to focus on this year, and I'm sure that you will dedicate yourself to our corporate mission.

Warm regards,

Lekha Sishta  
Sr Vice President & Head – Talent

Note: Your Action required: Please forward this mail (including the attachment) back to us, along with your acknowledgement and acceptance of this enhancement.

**COMPENSATION STRUCTURE w.e.f. 1<sup>st</sup> April 2018**

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<b>Current Compensation Structure</b>	<b>In INR Per Annum</b>	<b>In INR Per Month</b>
<b><u>Fixed</u></b>		
Basic Pay	197000	16417
House Rent Allowance	78800	6567
Leave Travel Allowance	19700	1642
Conveyance and Medical Allowance	40000	3333
Special Allowance	14229	1186
Food Coupons	13200	1100
Employer Contribution to Provident Fund (12% of Monthly Basic or Rs. 15000, whichever is lower)	21600	1800
*Gratuity (4.81% of Basic)	9471	
**Insurance Premium	6000	
<b>Total Cost to Company</b>	<b>400000</b>	<b>32045</b>
<b><u>*Gratuity</u></b>		
The final payout of Gratuity amount will be determined in accordance with the provisions of the Payment of Gratuity Act, 1972.		
<b><u>**Insurance Coverage</u></b>		
1. Health Insurance (for Employee, Spouse and two Children)	300000	
2. Group Life Insurance Cover - Term (for Employee)	500000	
3. Critical Illness - Term (for Employee)	250000	
4. Group Accidental Policy (for Employee)	500000	



Lekha Sishta  
 Sr. Vice President & Head – Talent