

Name: Raman Priyadarshi
Emp. ID.: 127341

7th June, 2016

Dear Raman,

Thoughts, Words, Deeds are the path to achievement at CMSS.

In line with the above, your performance has been reviewed and your performance rating for the year 2015-2016 is '**Outstanding**'. In recognition of your performance, you have been promoted to '**Senior Software Engineer**' and your compensation has been revised to **INR 792000/- per annum effective from 1st February, 2016.**

Your Annual fixed compensation for FY 2016-17 will be INR 696000/- per annum, it includes allowance and statutory benefits and will be structured in accordance with company policy and will be subject to applicable taxes.

Your variable pay can range from 0 to 12% of your Gross Salary.

Your total compensation package can range from INR 696000 to INR 792000.

For details on your revised compensation, please refer to the below table:

Particulars	Per Month	Per Year
Salary	58000	696000
Basic	23925	287100
Dearness Allowances	7975	95700
House Rent Allowances	11963	143550
Allowances:		
Conveyance Allowances	1600	19200
Medical Allowances	1250	15000
Food Allowances	2200	26400
Project Allowances	5981	71775
Entertainment Allowances	3106	37275
Variable Pay* (0 - 12% of Gross Salary)	8000	96000
Gross Salary	66000	792000

- 50% (Rs.4000) of variable pay may be availed in monthly installments as an Advance Variable Pay which will be calculated on the basis of LWP/LOP
- **To be noted that this amount will be adjusted against your calculated Variable pay amount in the final settlement or Next Appraisal Cycle whichever comes first.**

Variable Pay Component*:

1. Variable Pay will be calculated annually till March, in April of the next year.
2. This component is derived from factors such as Employee performance, Company performance and Employee utilization.
3. Variable Pay will be paid out subject to you being on the rolls of company on the date of disbursement of this payout.
4. This payout will be prorated based on your tenure in the company and excluding the period of leave without pay during the year.
5. All other terms and conditions of the employment are as per Company's policy which may be amended from time to time.

Discontinuation and Notice Period: With or without cause, you may discontinue the employment after having completed 12 months from the effective date of increment; thereafter you may discontinue the employment only upon providing Ninety (90) days' written notice to the Company. Notice Period buyout is solely dependent on the discretion of the company.

We look forward to your very active participation and contribution in our journey to scaling new heights and make CMSS a world class organization.

Wish you a happy and rewarding career with CMSS!

For Cyber Managers Software Services Pvt. Ltd



Hemant Nagaonkar

BU-Head