

HR/NPS Sal Re Structure/January 2022

January 30, 2022

PRIVATE & CONFIDENTIAL

Emp Name : Ponguru Naveen

Emp No : 2461505

Dear Ponguru,

We are delighted that you have opted for National Pension Scheme benefit. Pursuant to this, your salary structure is revised, and this letter is confirmation of the same. The NPS contribution amount will get deducted from your Special allowance month on month. The amount credited to your NPS account will reflect as NPS contribution in the restructured letter.

The details of your compensation and benefits are enclosed in the annexure to this letter. All other terms and conditions of your employment remain unchanged.

The National Pension Scheme policy is available on the company intranet for further reference.

Best Wishes,

Global Compensation & Benefits

Note: This is a system generated document and will not have signature.

ANNEXURE I
COMPENSATION DETAILS

Name	Ponguru Naveen
Band	4
Level	5
Effective Date	January 01, 2022
Particulars	Amount in INR
Basic	85,333
House Rent Allowance	42,667
Leave Travel Allowance	5,333
Special Allowance***	50,102
Total Fixed Cash	1,83,435
Variable Pay**	10,667
National Pension Scheme*****	8,533
Target Cash Compensation	2,02,635
Provident Fund Contribution (PF)	10,240
Medical & Accident Insurance***	458
Cost to Company	2,13,333
Cost to Company (per annum)	25,60,000

* As per the statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is a monthly figure that is payable on 100% Target achievement measured quarterly. The company and unit/function performance achievement against the target shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

*** In line with the Central FY budget applicable for FY19, Medical reimbursement & Conveyance allowance components are removed and added with Special Allowance.

**** In case of any increase in the premium amount during the policy renewal period, the same will be borne by the employee.

***** The NPS contribution is 10% of the basic. The amount is liable to change if there is a change to the basic salary.

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