

**HRD/CR/2019/04/1035506**

**April 30, 2019**

**Payal Pritam Shah**  
**Emp. No. 1035506**  
**TRNG**

Dear Payal,

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

Your compensation is being revised and restructured with effect from **April 01, 2019**.

The revised compensation is:

**Total Gross Salary during Training: 25,000 INR /- per month**  
**Total Gross Salary post Allocation: 30,000 INR /- per month**

The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II. All other terms and conditions of your employment remain unchanged.

We look forward to your continued support as we chase bigger dreams, meet new challenges and rise above them together. Wishing you all the best for the year ahead!

Best Regards,



**Shankar Krishnamurthy**  
**EVP and Group Head – Human Resources**

**ANNEXURE I**  
**(Compensation during Training Period)**

**Payal Pritam Shah**  
**Emp. No. 1035506**  
**Unit: TRNG**

<b>SALARY COMPONENTS</b>	<b>CURRENT SALARY Amount (in INR per month)</b>	<b>REVISED SALARY Amount (in INR per month)</b>
<b>Fixed Salary</b>		
Basic Salary	6,420 /-	15,000 /-
Fixed Dearness Allowance	1,100 /-	NA
Basket of Allowances	9,277 /-	4,478 /-
Personal Allowance	2,935 /-	NA
Bonus / Ex-Gratia	1,504 /-	3,000 /-
<b>Retirement Benefits</b>		
Provident Fund	902 /-	1,800 /-
Gratuity	362 /-	722 /-
<b>Total Fixed Salary</b>	<b>22,500 /-</b>	<b>25,000 /-</b>
<b>TOTAL GROSS SALARY</b>	<b>22,500 /-</b>	<b>25,000 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>270,000 /-</b>	<b>300,000 /-</b>

*Basket of allowance includes House Rent Allowance, Leave Travel Allowance and Children's Education.*

*Please note that your acceptance of the above mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment*

**ANNEXURE II**  
**(Compensation post Unit Allocation)**

**Payal Pritam Shah**  
**Emp. No. 1035506**  
**Unit: TRNG**

<b>SALARY COMPONENTS</b>	<b>CURRENT SALARY Amount (in INR per month)</b>	<b>REVISED SALARY Amount (in INR per month)</b>
<b>Fixed Salary</b>		
Basic Salary	7,730 /-	15,000 /-
Fixed Dearness Allowance	1,100 /-	NA
Basket of Allowances	11,470 /-	4,478 /-
Bonus / Ex-Gratia	1,766 /-	3,000 /-
<b>Retirement Benefits</b>		
Provident Fund	1,060 /-	1,800 /-
Gratuity	425 /-	722 /-
<b>FIXED GROSS SALARY (FGS)</b>	<b>23,551 /-</b>	<b>25,000 /-</b>
<b>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)*</b>	<b>3,533 /-</b>	<b>5,000 /-</b>
<b>TOTAL GROSS SALARY</b>	<b>27,084 /-</b>	<b>30,000 /-</b>
<b>TOTAL GROSS SALARY PER ANNUM</b>	<b>325,008 /-</b>	<b>360,000 /-</b>

*Basket of allowance includes House Rent Allowance, Leave Travel Allowance and Children's Education.*

*\*Trainee Performance Incentive is paid as per the Training Performance Linked Incentive policy. (Sparsh Link: <http://policies/Pages/Training-Performance-linked-Incentive.aspx> )*

<b>INCENTIVE COMPONENTS</b>	<b>At an indicative Payout of 5%</b>	<b>At an indicative Payout of 10%</b>	<b>At an indicative Payout of 20%</b>
<b>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)</b>	<b>1,250</b>	<b>2,500</b>	<b>5,000</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>

*Please note that your acceptance of the above mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.*