

June 30, 2017

SUJITH KUMAR R
Emp No. 32458
BANGALORE I

Dear Sujith,

We are happy to inform you that your performance for the Year 2016-17 has not only met the requirements set for the year, but your performance has been commendable and your performance rating for the assessment year is '**CME**'. We appreciate your efforts in contributing to the growth of Omega and look forward to your continued support in the coming years.

The detail of your revised compensation structure effective **1-Apr-2017** is as under:-

EXISTING		REVISED	
Designation	SENIOR SOFTWARE ENGINEER	Designation	SENIOR SOFTWARE ENGINEER
Grade	1C	Grade	1C
Salary components	Monthly	Salary components	Monthly
Basic	16500	Basic	19400
HRA	8300	HRA	9700
Conveyance	1600	Conveyance	1600
CCA	0	CCA	0
Medical Allowance	1250	Medical Allowance	1250
Special Duty Allowance	17250	Special Duty Allowance	15907
Monthly Bonus	700	Monthly Bonus	700
SSA	0	SSA	0
Occupational Allowance	0	Occupational Allowance	0
Night Shift Allow	0	Night Shift Allow	0
PBVP Monthly	0	PBVP Monthly	0
Gross	45600	Gross	48557
PF (Employer contribution)	1980	PF (Employer contribution)	2328
ESIC / Insurance (Employer Contribution)	125	ESIC/Insurance (Employer Contribution)	125
GTLI (Company contribution)	100	GTLI (Company Contribution)	100
Gratuity	794	Gratuity	933
Incentive	0	Incentive	0
Variable Pay	0	Variable Pay	0
Retention Incentive	0	Retention Incentive	0
Attendance bonus	0	Attendance bonus	0
Monthly CTC	48599	Monthly CTC	52043
Salary components	Yearly	Salary components	Yearly
PFP / Incentive	0	PFP / Incentive	0
Retention bonus	0	Retention bonus	0
Leave Encashment	24252	Leave Encashment	25848
Final Annual CTC	607440	Final Annual CTC	650364

Note: Leave encashment may vary based on your actual leave balance & prevailing HR policy. Please refer to the Variable Pay policy in HR microsite for details of payout.

We have added Rs.18000 as market correction to your annual salary

All other terms and conditions of your appointment remains the same. We wish you a long and mutually beneficial association with Omega

Lalitha M Shetty
Director - Human Resources

This is a computer generated letter send as e-mail attachment and does not require a signature