



May 18, 2018

Rathinakumar Vaitheeswaran
00130768

Dear Rathinakumar,

Heartiest Congratulations!

We highly appreciate your valuable contribution towards KPIT's mission and purpose of creating technologies for a better world.

We firmly believe that our talent is our biggest strength and a key differentiator. We thank you for your consistent performance and commitment towards the organization. We truly value your contributions as well as your potential to take on further responsibilities.

It gives us immense pleasure to inform that you have been promoted to the role of **Developer** with effect from **April 01, 2018**. Your designation would be **Sr. Software Engineer at C Grade**.

Your Total Target Compensation has been revised to **INR 584,850** per annum with effect from **April 01, 2018**. Please refer to **Annexure A** & **Annexure B** for the detailed break-up.

We are confident you will take up this new responsibility with great enthusiasm and will keep contributing towards the growth of KPIT Technologies Ltd.

The other terms and conditions of employment remain unchanged.

Wishing you the very best!

Sincerely,
For KPIT Technologies Limited,

Rajesh Kumar Singh
Global Head-HR

ANNEXURE A

Name	Rathinakumar Vaitheeswaran	
Employee ID	00130768	
Date of Joining	August 31, 2016	
Role	Developer	
Grade	C Grade	
Designation (Position)	Sr. Software Engineer	
Revision Effective Date	April 01, 2018	
Component (INR)	New	Previous
Basic Salary	157,910	150,390
House Rent Allowance	78,955	75,195
Conveyance		
Monthly Bonus	31,582	30,078
Employer’s contribution to Provident Fund	18,949	18,047
India Allowance	90,155	54,020
Flexi Basket*		
Additional Allowance	207,299	229,270
Fixed Compensation**	584,850	557,000
Skill Allowance		
Other Compensation		
Variable Performance Incentive***		
Special Incentive		
Incentive and Bonus		
Total Target Compensation	584,850	557,000
Other Benefits*	12,295	11,934
Cost to Company	597,145	568,934

Note: All the amounts mentioned above are per annum. The above mentioned compensation is a gross salary and is subject to income tax deductions. All the applicable taxes and social security deductions will be withheld from your salary at source as per prevailing laws and regulations.

*The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization

*** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.

The other terms and conditions of employment remain unchanged.

Sincerely,
for KPIT Technologies Limited,

RK Singh

Rajesh Kumar Singh
Global Head-HR

ANNEXURE B

Component (INR)	New	Previous
Hostel Allowance		
Meal Allowance		
Professional Development Reimbursement		
Medical Allowance		
Children's Education Allowance		
Employer's contribution to NPS		
Leave Travel Assistance		
Flexi Basket*		
Notional Provision for Statutory Gratuity**	7,595	7,234
Employer's contribution to Insurance Premium***	4,700	4,700
Other Benefits	12,295	11,934

*The amount under your flexi basket are retained as per your latest flexi restructuring.

- Above allowances will be exempted from Income tax on submission of actual bills and subject to conditions as per Income Tax act, except for Meal Allowance.
- Submission of actual bills against your flexi declaration for tax exemption purpose would be done at the end of financial year for which you will receive a communication from HR.
- All allowances except for Leave Travel Assistance will be paid on monthly basis while Leave Travel Assistance will be paid on claim basis. Please refer to Leave Travel Assistance policy on ECube for more details.
- Employer's contribution to NPS will be deducted from your salary and will be paid directly into your PRAN account.

** As per Payment of Gratuity Act.

*** The amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium.

Sincerely,
for KPIT Technologies Limited,



Rajesh Kumar Singh
Global Head- HR

ANNEXURE C

You are requested to note that in the event of your resignation, the Company reserves the right to release you prior to the notice period of 90 days, after taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to you in lieu of the notice period.

Also, in case your services are terminated by the Company for any reason whatsoever including termination due to breach of the existing policies or for any kind of misconduct, then the Company may take the decision of releasing you with immediate effect and will not be liable to pay the notice payment for the full or balance notice period.

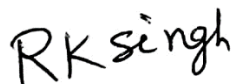
In case you remain absent from services without prior intimation, the Company reserves the right to separate you from its records thereby marking you as 'Absconded' and the Company will not be liable to make any payment to you in lieu of the notice period.

At the time of exit the Company also reserves the right to recover the costs of any specific expenditure incurred either on processing a visa/ work permit given for an assignment where you are unable, for any reason, to fulfil your part of the obligation either to travel or to complete the assignment.

It will be your responsibility as an employee to keep yourself abreast of all updated policies and adhere to the same.

All the other terms and conditions of the employment remain the same.

Sincerely,
for KPIT Technologies Limited,



Rajesh Kumar Singh
Global Head-HR