

October 30, 2017

Rathinakumar Vaitheeswaran
00130768

Dear Rathinakumar,

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

Your total target compensation has been restructured to INR **557,000** per annum with effect from **October 1, 2017**. Please refer to **Annexure A** & **Annexure B** for the detailed break-up.

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 other terms and conditions of employment remain unchanged.

We look forward to your continued value addition to the growth of KPIT Technologies Limited.

Wishing you the very best!

Sincerely,
for KPIT Technologies Limited,

A handwritten signature in black ink that reads "Vaishali Vaid". The signature is written in a cursive style and is underlined with a single horizontal line.

Vaishali Vaid
Vice President, Head – Global HR

ANNEXURE A

Name	Rathinakumar Vaitheeswaran	
Employee ID	130768	
Date of Joining	August 31, 2016	
Role	Developer	
Grade	B Grade	
Designation (Position)	Software Engineer	
Revision Effective Date	October 1, 2017	
Component (INR)	New	Previous
Basic Salary	150,390	135,815
House Rent Allowance	75,195	67,908
Conveyance	19,200	19,200
Monthly Bonus	30,078	27,163
Employer’s contribution to Provident Fund	18,047	16,298
India Allowance	54,020	54,020
Flexi Basket*		
Additional Allowance	210,070	182,613
Fixed Compensation**	557,000	503,017
Skill Allowance	-	
Total Target Compensation	557,000	503,017
Other Benefits*	11,934	11,233
Cost to Company	568,934	514,250

Note: All the amounts mentioned above are per annum.

* 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

Sincerely,
for KPIT Technologies Limited,



Vaishali Vaid
Vice President, Head – Global 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**	7,234	6,533
Employer's contribution to Insurance Premium***	4,700	4,700
Other Benefits	11,934	11,233

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

¹Above 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.

²Submission 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.

³All 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.

⁴Employer's contribution to NPS will be deducted from your salary on monthly basis 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 Medclaim, Group Personal Accident and Group Term Life Insurance premium.

Sincerely,
for KPIT Technologies Limited,



Vaishali Vaid
Vice President, Head – Global 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,

A handwritten signature in black ink that reads "Vaishali Vaid". The signature is written in a cursive style and is underlined with a single horizontal line.

Vaishali Vaid
Vice President, Head – Global HR