

July 31, 2018

**Rathinakumar Vaitheeswaran**  
**00130768**

**Dear Rathinakumar,**

**Congratulations!**

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

The recently concluded annual performance appraisal process was an opportunity to recognize performance of our colleagues for the previous year and for providing constructive feedback. The process included assessment of your overall performance during the year gone by i.e. assessment of performance vis-à-vis KRAs and also the behavioral attributes (KBA).

Your rating for the year is **G1**.

We are pleased to inform you that your last year's overall performance has been very good and we recognize you as a key contributor for the year gone by. We are confident that you will be able to further raise the bar as regards your overall performance and thereby become a role model for your colleagues.

Your Total Target Compensation has been revised to **INR 653,570** per annum with effect from **July 01, 2018**. Please refer to **Annexure A & Annexure B** for the detailed break-up.

The other terms and conditions of employment remain unchanged.

We look forward to your continued contribution to the growth of KPIT Technologies Ltd.

Wishing you the very best!

Sincerely,  
**For KPIT Technologies Limited**



**Rajesh 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	July 01, 2018	
Component (INR)	New	Previous
Basic Salary	176,464	157,910
House Rent Allowance	88,232	78,955
Conveyance		
Monthly Bonus	35,293	31,582
Employer’s contribution to Provident Fund	21,176	18,949
India Allowance	90,155	90,155
Flexi Basket*		
Additional Allowance	242,250	207,299
Fixed Compensation**	653,570	584,850
Total Target Compensation	653,570	584,850
Other Benefits*	13,188	12,295
Cost to Company	666,758	597,145

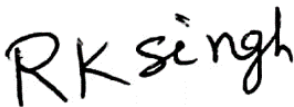
Note: All the amounts mentioned above are per annum. The above mentioned compensation is a gross salary and is subject to income tax deductions. All the applicable taxes and social security deductions will be withheld from your salary at source as per prevailing laws and regulations.

\*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 other terms and conditions of employment remain unchanged.

Sincerely,  
For KPIT Technologies Limited



**Rajesh Singh**  
**Global Head- HR**

## ANNEXURE B

Component (INR)	New	Previous
Hostel Allowance		
Meal Allowance		
Professional Development Reimbursement		
Medical Allowance		
Children Education Allowance		
Employer's contribution to NPS		
Leave Travel Assistance		
<b>Flexi Basket*</b>		
Notional Provision for Statutory Gratuity**	8,488	7,595
Employer's contribution to Insurance Premium***	4,700	4,700
<b>Other Benefits</b>	<b>13,188</b>	<b>12,295</b>

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

<sup>1</sup>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.

<sup>2</sup>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.

<sup>3</sup>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.

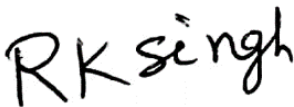
<sup>4</sup>Employer's contribution to NPS will be deducted from your salary on monthly basis and will be paid directly into your PRAN account.

\*\* 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**



**Rajesh Singh**  
**Global Head- HR**

## ANNEXURE C

### Exit Clause

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.

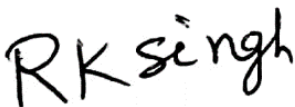
In case you remain absent from services without prior intimation, the Company reserves the right to separate you from its records thereby marking you as 'Absconded' and the Company will not be liable to make any payment to you in lieu of the notice period.

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 Singh**  
**Global Head- HR**