

Date: 31.07.2014

Vijayalaxmi Patil
00116726

Dear Vijayalaxmi,

We acknowledge your valuable contribution towards the mission of making KPIT a global IT consulting organization of first choice.

It is our pleasure to inform you that you have been promoted to the position of **Senior Software Engineer** in Grade "C" with effect from **July 01, 2014** .

Your compensation has been revised to **INR 601,365** per annum with effect from **July 01, 2014**. Please refer to Annexure A for the Detailed Break-up.

The other terms and conditions of employment remain unchanged.

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

Wishing you the very best!

Yours Sincerely,
for KPIT Technologies Limited.



Pankaj Sathe
Chief People & Operations Officer

Annexure A

Name	Vijayalaxmi Patil	
KP Code	00116726	
Date of Joining	04.04.2012	
Position	Senior Software Engineer	
Grade	C	
Revision Effective Date	01.07.2014	
	New	Previous
<u>Monthly</u>		
Basic	143,555	132,921
HRA	71,778	66,461
Conveyance	9,600	9,600
Medical Reimbursement*	15,000	15,000
Professional Development Reimbursement*	6,000	6,000
Children Education Allowance*	2,400	2,400
Meal Voucher/Card Allowance*	13,200	13,200
India Allowance	90,155	54,020
Additional Allowance	128,058	144,163
Monthly Bonus	28,711	26,584
Project Allowance	0	0
<u>Annual</u>		
LTA*	6,000	6,000
P.F. - Company	17,227	15,951
Car Value	0	0
<u>Total Fixed Salary</u>	531,684	492,300
Variable Performance Incentive (target amount)**	59,076	54,700
<u>Total Salary</u>	590,760	547,000
<u>Other Benefits</u>		
Gratuity***	6,905	6,394
Insurance Premium****	3,700	3,700
<u>Total Cost To Company</u>	601,365	557,094

*The amount under your flexi basket allowances are retained as per your old structure

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

***As per Payment of Gratuity Act

****The amount indicated is the maximum amount towards Medclaim and Group Personal Accident insurance premium

Note: For any queries / clarifications, please contact your Biz-HR representative.

for KPIT Technologies Limited,



Pankaj Sathe
Chief People & Operations Officer