# ( expleo )

**Private & Confidential**

**Expleo/HR/OFFREV-19-20/144**
**August 26, 2019**


**Vinothini Palani**
**TG3359**


Dear **Vinothini,**

Thanks for your commitment and contribution. We are pleased to inform you that your compensation has been revised **effective July 1, 2019.**

Your salary is revised this year based on the market and inflation-based adjustments. In addition, as an organisation, we strongly believe in pay for performance and the compensation revised is relative to the same.

Your revised annual compensation is **₹ 454,000 (Rupees Four Lakh Fifty Four Thousand Only)**. The details of the revised salary annexure is enclosed for your reference.

All other terms and conditions of your appointment remain unchanged. Your compensation is strictly private and confidential and therefore should not be disclosed to any other individual.

**We look forward to your continuous efforts in making EXPLEO the great place to work.**


Wish you successful career with Expleo.


Yours sincerely,
**For Expleo Solutions Limited**

**Manjunathan C**
**Head – People Services**

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## Salary Annexure

**Emp Name: Vinothini Palani**  **Emp ID: TG3359**

**Grade: GG2.1**  **Job Title:  QA Coordinator**

| Components | Monthly | Annually |
|---|---|---|
| **Earnings (A)** | | |
| Basic | 15,133 | 181,600 |
| HRA | 7,567 | 90,800 |
| **Total for Earnings (A)** | **22,700** | **272,400** |
| Flexible Basket Allowances (B) | | |
| LTA | 1,261 | 15,133 |
| Telephone | 1,000 | 12,000 |
| Special Allowance | 11,056 | 132,675 |
| **Total For Flexible Basket (B)** | **13,317** | **159,808** |
| Annual Component (C) | | |
| Employer PF Contribution | 1,816 | 21,792 |
| **Total ( C )** | **1,816** | **21,792** |
| **Cost To Company** | **37,833** | **454,000** |
| Insurance Benefits** | | |
| Group Mediclaim Coverage (GMC) | | 100,000 |
| Group Personal Accident (GPA) | | 1,200,000 |
| Group Term Life (GTL) | | 1,500,000 |

\* Will vary, based on your earnings, income Tax & other statutory deductions
\*\*Your current sum assured will remain the same till Next policy renewal even if your eligibility changes due to promotion. As per Gratuity Act an employee becomes eligible for payment of gratuity only after completion of five continuous years of service with the organization