

CONFIDENTIAL**Oct 14, 2016****Emp No.:109119****Mr. Vivek Jain
Level 8 - Engineer****Dear Vivek,**

In line with Brillio's continued commitment to align compensation structure with the best practices in the industry and on review of your performance, we are pleased to announce the below:

Congratulations on your promotion to "**Senior Engineer**". Consequent to this, your total compensation stands revised to **INR 471,165/-** per annum with effect from **September 1, 2016**.

All other terms and conditions remain the same as per our latest communication. Please note that your compensation structure is personal to you and you are requested to keep it confidential.

For any clarification, please contact your Reporting Manager or Unit/Function Head.

We wish you the very best in your career with us. We are confident that your continued efforts and commitment will help Brillio tackle exciting challenges ahead and take it to greater heights in the future.

Yours sincerely,



**Jayanth Selvappullai
Vice President - Global Human Resources**

Annexure 1

Mr. Vivek Jain

Level 7 - Senior Engineer

Effective Date: September 1, 2016

COMPONENT	Revised Compensation (in INR p.m.)
BASIC	15,706
HRA	6,282
SPECIAL ALLOWANCE	11,236
CONVEYANCE	1,600
CO. BONUS	1,800
FLEXIBLE REIMBURSEMENTS	
MEDICAL REIMBURSEMENT	0
LUNCH REIMBURSEMENT	0
TELEPHONE REIMBURSEMENT	0
VEHICLE MAINTENANCE	0
LTA	0
COMPANY LEASED ACCOMODATION	0
COMPANY CAR SCHEME	0
NATIONAL PENSION SCHEME	0
MONTHLY GROSS	36,624
RETIRAL BENEFITS	
PF	1,885
GRATUITY	755
FIXED GROSS	39,264
BONUS PAY *	0
TOTAL GROSS	39,264

Note: * Please refer the Bonus Pay Policy on our intranet for further details (If applicable).



Jayanth Selvappullai

Vice President - Global Human Resources