

08 May 2015

7803

Yashwanth R

Sr. Analyst

Retail - Solutions

### Salary Revision

Dear Yashwanth

Thank you for being a part of Ugam and contributing towards the overall success of the company. We are confident that you will continue to excel above the standards set with the same level of enthusiasm and enterprise which you had exhibited so far.

In accordance with your past performance and in continuation with your current role at Ugam, your Total Earning Potential (TEP) has been revised to Rs. 690300/- [Rupees Six Lakh(s) Ninety Thousand Three Hundred Only] per annum effective 01 April 2015.


The breakup of your TEP is attached with this letter.

Please note that all the terms and conditions of your employment will be governed by the company policies and procedures and its guidelines as in force from time to time.

We look forward to your continued best efforts in the days ahead for a mutually beneficial and rewarding association.

With best wishes for an exciting career with us!

For Ugam Solutions SEZ Pvt. Ltd. - Bengaluru



Charles XSA

Vice President - Talent Management

Label

7803

Yashwanth R

Sr. Analyst, Role - IC Senior

01-Apr-2015

Salary Structure (In Rupees)		
Salary Heads	Per Month	Per Annum
<b>Fixed Components (A)</b>	<b>44,696</b>	<b>536,357</b>
Basic	20,709	248,508
HRA	10,355	124,254
Conveyance Allowance	1,600	19,200
Attendance Incentive *	6,213	74,552
Special Allowance	3,570	42,842
Food Coupon	1,000	12,000
Medical Allowance **	1,250	15,000
<b>Variable Components (B)</b>	<b>8,629</b>	<b>103,545</b>
Monthly Performance Incentive	8,629	103,545
<b>Retirement &amp; Contingency Benefits (C)</b>	<b>2,485</b>	<b>50,398</b>
Provident Fund	2,485	29,821
Gratuity ++	0	11,948
Mediclaim Premium +++	0	8,630
<b>Gross Take Home Before Tax (A + B - C)</b>	<b>50,840</b>	<b>589,503</b>
<b>Total Earning Potential (A + B + C)</b>	<b>55,810</b>	<b>690,300</b>
<b>Grand Total</b>	<b>55,810</b>	<b>690,300</b>

#### Insurances

1. Group Mediclaim of INR 200000/- for Employee + 5 Dependents
2. Accident Insurance: 24 times monthly basic salary or INR 600000/- (whichever is greater)
3. Life Insurance: 12 times monthly basic salary or INR 400000/- (whichever is greater)

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## Notes

\* To be paid monthly, however, you will not be eligible for the same in case you have more than 3 days of uninformed absenteeism in a month.

\*\* Non-Taxable and shall be paid based on submission of appropriate bills. Any amount for which bills are not submitted shall be paid as taxable at the end of the Financial Year.

+ Payable as per 'The Payment of Bonus Act'

^ 80% of your eligibility till 30-Sep will be paid along with the Oct salary subject to successful completion of employment till 30-Sep. Remaining amount shall be paid with the Apr salary subject to successful completion of employment till 31-Mar.

^^ Performance based pay with an opportunity to earn up to 120% of the annual amount

++ Payable as per 'The Payment of Gratuity Act'

+++ Insurances

~ To be paid for expenses incurred by the employee for business purposes and are non-taxable subject to submission of appropriate bills.

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