

Ref. IGATE/831299/IND/2015

Name: **Arpit Tiwari**

Employee Id: **831299**

December 11, 2015

Dear Arpit,

At IGATE, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for your 1st year anniversary appraisal is "**Exceeds Expectation**".

Additionally, it also gives us immense pleasure to inform you of your promotion to **Level 5** as **Senior Software Engineer**.

In recognition of your performance your compensation has been revised to **INR 3,52,800** per annum effective **October 30, 2015**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making IGATE a world class organization.

Wishing you a happy and rewarding career with IGATE!

With Best Regards,



Srinivas Kandula

EVP & Chief People Officer

Salary Annexure

Employee Code: 831299

Employee Name: Arpit Tiwari

Effective Date: October 30, 2015

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	8,820	Leave Travel Allowance	8,820
House Rent Allowance	4,410	Co's contribution to Prov Fund	14,136
Dearness Allowance	1,000	Group Gratuity Scheme	5,664
Personal Allowance	7,760	**Insurance Premium	4,500
Food Allowance	1,100		
Conveyance Allowance	1,600		
Medical Reimbursement	1,250		
Advance Statutory Bonus	700		
Monthly Gross	26,640	Annual CTC	3,52,800

**Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Mediclaim Insurance as per existing policy which is subject to change on renewal during July each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.