

**Revision Letter**

**Bhagyashree Bai**  
EMP ID : 239648

Dear **Bhagyashree**,

We wish inform you that effective **September 26, 2016**, your compensation has been restructured to be completely aligned to recent changes in statutory law.

Your revised compensation is Rs.**300,000/-**. The details of the compensation are as per the attached annexure.

All other terms and conditions of your employment remain unchanged.

Best regards,



Anil Joseph  
Vice President & Head of India HR

**Annexure**

<b>Details of Monthly and Annual Cost to the Company</b>	
<b>Full Name</b>	<b>Bhagyashree Bai</b>
<b>Designation</b>	<b>Sr.Specialist</b>
<b>Effective date</b>	<b>September 26, 2016</b>

<b>Components</b>	<b>Existing (in Rs.)</b>		<b>Revised (in Rs.)</b>	
	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>
<b>Fixed Pay (A)</b>				
Basic Salary	6,948	83,376	6,948	83,376
House Rent Allowance	3,474	41,688	3,474	41,688
Statutory Bonus	1,390	16,675	1,400	16,800
Medical Reimbursement	1,250	15,000	1,250	15,000
Special Allowance/Choice Pay	6,040	72,485	6,030	72,357
<b>Skill Based Pay (B)</b>				
Skill Based Pay	750	9,000	750	9,000
<b>Gross (A + B)</b>	<b>19,852</b>	<b>238,224</b>	<b>19,852</b>	<b>238,221</b>
<b>Variable Pay (C)</b>				
Performance Incentive*	2,750	33,000	2,750	33,000
<b>Statutory Benefits and Insurance (D)</b>				
Employer's Contribution to PF	1,800	21,600	1,800	21,600
Gratuity	334	4,008	334	4,008
Insurance**	264	3,171	264	3,171
<b>Cost To Company (A+B+C+D)</b>	<b>25,000</b>	<b>300,000</b>	<b>25,000</b>	<b>300,000</b>
<b>Net Salary (Gross - PF)***</b>	<b>18,052</b>	<b>216,624</b>	<b>18,052</b>	<b>216,621</b>

*Performance Incentive	You would be eligible for Performance Incentive as per the terms and conditions specified in your offer letter.
**Insurance	Accident Insurance, Mediclaim Insurance & Life Insurance as per prevalent policy.
***Net Pay	Excluding other state specific statutory contributions (LWF/Professional Tax etc.) / other deductions as applicable