

Compensation Revision Letter

10th July 2015

Varsha Mahajan
Employee Code: 40006549
Oncology

Dear Varsha,

We are pleased to inform that you have been selected for the position of **Senior Associate Director – Statistical Programming in Oncology**, at **GJFA 4** based in Hyderabad effective 1st May, 2015.

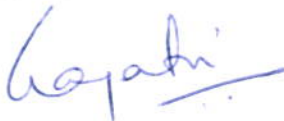
Your revised Cost to Company (CTC) would be **Rs. 4,986,732** per annum. Details of revised compensation are enclosed in the annexure.

Please note that your compensation remains strictly confidential between you and the company and must not be disclosed to others.

All other terms and conditions of your employment remain same.

We wish you success in your new role.

For Novartis Healthcare Pvt. Ltd.,



Human Resources

For Novartis Healthcare Pvt. Ltd.,



Authorized Signatory

10th July 2015

ANNEXURE

Varsha Mahajan

Employee Code: 40006549

Oncology

All figures in INR per annum

Component	Current Salary	Revised Salary w.e.f 1-May-2015
Basic Salary	1,587,017	1,682,070
Flexi Compensation Plan ¹	2,099,940	2,225,715
Superannuation Fund	–	–
A. Annual Base Salary	3,686,957	3,907,785
Provident Fund	190,442	201,848
Gratuity	90,143	95,542
B. Retirals	280,585	297,390
C. Total Fixed Pay (A + B)	3,967,542	4,205,175
Performance Linked Incentive (PLI) ²	20%	20%
D. Target Bonus (PLI * A)	737,391	781,557
E. Cost to Company (C+D)	4,704,933	4,986,732

Note:

- Flexi Compensation Plan:** The flexi compensation enables you to design your salary structure as per your requirements. For more information, please visit the Flexi/ Payroll portal on the HR Core Home Page. If you have opted for Superannuation Fund, you would contribute @15% of Basic Salary from the Flexi Compensation Plan. (Net Flexi Compensation amount = Flexi Compensation Plan less 15% of Basic Salary)
- Target Bonus:** Actual payout can be higher/lower based on your Individual performance and Business performance in the relevant year.

For Novartis Healthcare Pvt. Ltd.,


Human Resources

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