

Date : April 1, 2016
Name : Parminder Singh
Employee ID : 90591



Dear **Parminder Singh**,

The year 2015 was remarkable. We continued to fuel the winning momentum gained in the second half of 2014 with new client wins and a dedicated focus on executing our refreshed strategy. We closed the year with a record number of client wins and emerged as a stronger company by increasing our penetration in domain-centric operations management and making a credible leap forward in occupying the leadership position in the analytics space.

This year, we have further sharpened our focus on executing the business strategy, which is aligned to capitalize on the opportunities emerging from disruptions brought in by analytics and robotics. The emerging world order in the BPM space requires new set of competencies and capabilities and this will be an area for strategic investment for the organization.

The success of the organization is a result of the contributions made by each and every employee. Our compensation philosophy is to recognize and reward high performance through salary revision based on market position and individual competency rating, while benchmarking with best-in-class practices.

As communicated earlier in your Bonus letter, your competency for assessment year, 2015 has been assessed as below :

Competency rating for 2015 : Competent

Accordingly, in recognition of your contributions and achievement, effective April 1, 2016, your revised Basic Salary Per Annum will be as follows:

Basic Salary Per Annum : INR 159,269

(You will be eligible for all other allowances, as per annexure, subject to the applicable company policy towards your category of personnel).

This increment will be payable to you in accordance with the Policy of the company subject to your being on the rolls of the company/not serving notice on the date of payout.

We are on an exciting journey which will present to you several opportunities of development and growth. We look forward to your continued commitment and contribution in achieving the milestones in this journey.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Nalin', is written over a light blue circular stamp.

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer

Name : **Parminder Singh**

Employee ID : **90591**

Fixed Compensation in INR, with effect from April 1, 2016 is given below:

Basic	159,269
Housing	238,904
Leave Travel	13,267
Medical	15,000
Tiffin Allowance	15,600
Shift Allowance	43,087
Retirals	
Provident Fund	20,984
Gratuity	7,661
Fixed Compensation	513,772