

December 29, 2014

Sathya Narayanan Sudhakar
Emp. No. 186875
ECS

Dear Sathya,

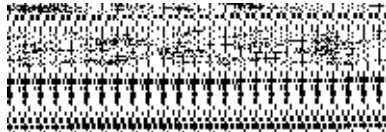
We are pleased to inform you that your compensation is being revised with effect from **October 01, 2014** as under:

Total Gross Salary: INR 38,675 /-per month
(Inclusive of Performance Bonus at an indicative pay out of 100%)

Details of your revised compensation are in Annexure I. All other terms and conditions of your employment remain unchanged.

We look forward to your continued commitment and spirited performance and wish you the very best!

Best regards,



Srikantan Moorthy
EVP and Group Head - Human Resources

Role Designation: Senior Systems Engineer

PL: 3

Unit: ECS

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY	REVISED SALARY
FIXED SALARY	Amount (in INR per month)	Amount (in INR per month)
Basic Salary	10,560 /-	11,620 /-
Fixed Dearness Allowance	1,100 /-	1,100 /-
Basket of Allowances*	19,207 /-	21,273 /-
Bonus / Ex-Gratia	2,332 /-	2,544 /-
Retirement Benefits		
Provident Fund	1,399 /-	1,526 /-
Gratuity	561 /-	612 /-
Total Fixed Salary	35,159 /-	38,675 /-
TOTAL GROSS SALARY	35,159 /-	38,675 /-
TOTAL GROSS SALARY (per annum)	421,908 /-	464,100 /-

*(HRA, LTA, Medical, Children's Education, Transport Allowance)

Please note that your acceptance of the above mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.