

**HRD/CR/2015/03/186875**

**March 27, 2015**

**Sathya Narayanan Sudhakar**  
**Emp. No. 186875**  
**ECS**

Dear Sathya,

We are pleased to revise your compensation with effect from **April 01, 2015**.

The revised compensation is:

**Total Gross Salary: INR 41,382/- per month**

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

Our goal for the coming year is to achieve the industry-leading performance that we are known for. We look forward to your support in this effort.

Best regards,



**Srikantan Moorthy**  
**EVP and Group Head - Human Resources**

Emp. No. 186875  
 Role Designation: Senior Systems Engineer  
 PL: 3  
 Unit: ECS

**ANNEXURE I**

<b>SALARY COMPONENTS</b>	<b>CURRENT SALARY Amount (in INR per month)</b>	<b>REVISED SALARY Amount (in INR per month)</b>
Basic Salary	11,620 /-	12,430 /-
Fixed Dearness Allowance	1,100 /-	1,100 /-
Basket of Allowances*	21,273 /-	22,871 /-
Bonus / Ex-Gratia	2,544 /-	2,706 /-
<b>Retirement Benefits</b>		
Provident Fund	1,526 /-	1,624 /-
Gratuity	612 /-	651 /-
<b>Total Fixed Salary</b>	<b>38,675 /-</b>	<b>41,382 /-</b>
<b>TOTAL GROSS SALARY</b>	<b>38,675 /-</b>	<b>41,382 /-</b>
<b>TOTAL GROSS SALARY (per annum)</b>	<b>464,100 /-</b>	<b>496,584 /-</b>

\*(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.*