



Date: November 14, 2014

Name: Shray Rawat
Employee Code: 700303

Dear Shray Rawat,

We would like to thank you for your hard work and commitment to delivering excellence.

We, at Amadeus, have endeavoured to stay committed to encouraging a performance-based meritocratic culture. Consequently, we have attempted to stay equitable to ensure people at similar levels of performance are rewarded similarly.

We are pleased to inform you that you have been promoted to **Grade L2, Senior Software Engineer**. Your annual CTC is now revised to **INR 900000** and you will be eligible for an Annual Corporate Bonus - maximum of **INR 88883**, subject to the rules of the bonus scheme. This change is effective October 1, 2014.

Please find attached in Annexure 1 the salary breakup as per your revised pay. This document overrides only the compensation of your employment with the company.

We continue to be cognizant of market forces and are looking to reward people who above all value the quality of work, exposure, training and growth opportunities at Amadeus.

We want to thank you personally for being part of the Amadeus journey and we look forward to your continued contributions.

With best regards,
For Amadeus Software Labs India Pvt. Ltd.

Subramanian Ganeshan

Associate Vice President

Shalini Nair

Director – Human Resources,
Communications & Branding
and Facilities

ANNEXURE 1

MONTHLY COMPENSATION STRUCTURE	INR
Basic	22500
HRA	9000
Conveyance	800
Bonus / Ex-gratia (if any) *	1000
Special Allowance	37920
TOTAL BASE SALARY (A)	71220
Provident Fund (Company Contribution)	2700
Gratuity	1080
TOTAL RETIRALS (B)	3780
MONTHLY CTC (A+B)	75000
ANNUAL Gross Fixed Salary (D)	900000
ANNUAL Bonus – Maximum (E)*	88883
Total CTC (D+E)	988883

*** Please note:**

- **Bonus and Ex-Gratia, if any** – This component will be paid on a quarterly basis and adjusted against any statutory bonus payout, if applicable.
- **ANNUAL Bonus** – (Maximum) : The employee will be eligible to avail the bonus amount subject to the rules of the bonus scheme.
- **Employee contribution towards ESI**, if applicable as per government regulations, will be reflected under deductions in the monthly pay-slip.

All other terms and conditions of your employment remain the same.