



15 May 2018

Mr.Chandra S C

Employee Number: INM13263457

Terminal Business Line

Dear Chandra,

Huawei Technologies has been progressing consistently well with your dedicated effort and contribution.

Based on the review of your performance, we recognize your contribution and we are glad to revise your compensation.

The revised compensation with effect from 01 June 2018 is enclosed as Annexure. The compensation is subject to all the tax laws applicable from time to time.

This communication replaces the earlier communication regarding compensation. The other terms of employment remain the same.

You are required to treat this communication and compensation details as strictly confidential. Non - compliance of the same will be treated as IS violation. The organization reserves the right to take disciplinary action in case of any violation.

We hope that with your dedicated work and contribution, our organization will achieve greater success.

Regards,

For Huawei Technologies India Pvt. Ltd.

Abhishek Mehrotra

Vice President - HR

HUAWEI TECHNOLOGIES INDIA PVT LTD

Regd. Office:

SYNO 37, 46, 45/3, 45/4 ETC,

KNO 1540, Kundalahalli Village

Bengaluru, Karnataka – 560066

Tel: +91- 80-4916 0700

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Signed by : ABHISHEK MEHROTRA
(Personal, CID - 578/370)
Date: 01 Jun 2018 00:00:00
Location :
Reason : Authorised Signatory

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Annexure

Name : Chandra S C	Designation : Senior Software Engineer			
Employee No: INM13263457	Hay Level: 14C			
Compensation Components	Existing (in Rupees)		Revised (in Rupees) (w.e.f. 01 June 2018)	
	Per Month	Per Annum	Per Month	Per Annum
(A) Fixed Pay				
Gross Pay (1)				
Basic + DA	23538	282456	28729	344750
HRA	11768	141225	14364	172375
Flexible Benefits Packages (FBP)	24887	298645	31060	372722
Conveyance Allowance	1600	19200	1600	19200
Meal Card	1500	18000	1500	18000
Total of Gross Pay	63293	759526	77253	927047
Retirals (2)				
Employer's Contribution to Provident Fund (12% of Basic)	2824	33894	3447	41370
Gratuity 4.81% of Basic	1132	13585	1381	16582
Total of Retirals	3956	47479	4829	57952
Total of Fixed Pay (1 + 2)	67250	807006	82083	985000
Percentage Increase on Fixed Pay				22.1%
(B) Annual Performance Bonus (Indicative bonus could be up to 3 months of fixed pay)**		----		0 to 246250
(C) Incentives **		as applicable		----
Total Cost to Company		(A)+(B)+(C)		(A)+(B)
<p>* FBP shall be provided to you by way of reimbursement upon submission of proofs. Reimbursement shall be restricted to the amount actually spent during the financial year or as per your eligibility (whichever is lower). In case of non-submission of proofs, the entire amount is taxable.</p> <p>** Annual Performance Bonus - Company may declare Annual Performance Bonus in 2019 based on the performance of the employee, BL/Division & Company. The amount and the administration of the Annual Performance Bonus rests with the Company and the decision of the Management in this regard is final. The company reserves the right at its discretion to adjust the Annual Performance Bonus program terms or cancel or otherwise modify the program at any time.</p> <p>Note: The quantum and administration of all the above components rests with the company and the decision of the management in this regard is final.</p>				
<p>Other Benefits:</p> <p>Group Medical Insurance Coverage for employee, spouse and 2 children & Personal Accident Insurance Coverage for employee as per Company policy.</p> <p>The Company also facilitates an Insurance policy for parents and an Individual Group Term Life Policy on voluntary basis</p>				

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15 May 2018

Mr.Chandra S C

Employee Number: INM13263457

Terminal Business Line

Dear Chandra,

Huawei Technologies has been progressing consistently well with your dedicated effort and contribution. Based on the company performance during the year 2017, ANNUAL BONUS is being awarded to its employees based on the individual performance and BL/Division performance.

We are pleased to award you the BONUS of Rs. 280000/- (Rupees Two Lakhs Eighty Thousand Only) which would be paid with May 2018 salary and the same is subject to tax rules, as applicable.

You are required to treat this communication and bonus details as strictly confidential. Noncompliance of the same will be treated as IS violation. The organization reserves the right to take disciplinary action in case of any violation.

We once again thank you and appreciate your dedication and hard work towards the growth of the company and we look forward to your continued contribution.

Regards,

For Huawei Technologies India Pvt. Ltd.

Abhishek Mehrotra

Vice President - HR

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