

Private and Confidential

April 28, 2017

Name: Aravindhan Jaya Kumar

Emp No: 107039

Dear Aravindhan,

We at CSS Corp have renewed our focus through restructured service lines which aims at improved business growth, profitability and multi-directional career progression to cater to the diverse aspirations of our team members.

To keep up this momentum, it is important that we continue to work smarter in order to achieve the excellence that we strive for. Our focus in reimagining customer engagements is reflective of our passion to win and create value for our customers.

We are confident that you will continue to partner with us and enjoy this journey of growth and excitement.

In recognition of your performance in the current role, we are pleased to inform you that your CTC has been revised to **INR 490,000/-** per annum effective **1st April 2017**.

Kindly note, the Variable Performance Pay (VPP) for eligible employees will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.

All other terms and conditions of your employment remain unaltered.

We look forward to your valuable contributions. Wish you all the best for a rewarding career with CSS Corp!

With Best Regards,

For CSS Corp Pvt. Ltd.,



David Raj

EVP & Chief HR Officer - Global

Registered Office:

CSS CORP PVT LTD

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