

Private and Confidential

October 03, 2016

Name: Aravindhan Jaya Kumar

Emp No: 107039

Dear Aravindhan,

Sub : Payment of Statutory Bonus for the year 2015-16

The recent amendment to the Payment of Bonus Act, 1965 issued by the Central Government in January 2016 has increased the Basic Salary eligibility criteria from Rs.10,000/- to Rs.21,000/- for payment of statutory bonus.

In line with this change Rs 7,158 will be paid to you as an amount of bonus for the financial year 2015-2016.

This amount will be paid to you along with the salary payable for September 2016.

All other terms and conditions of your employment remain unchanged.

Thanking you,

For CSS Corp Pvt. Ltd.,



David Raj

EVP & Chief HR Officer - Global