

Private and Confidential

April 30, 2016

Name: Aravindhan Jaya Kumar

Emp No: 107039

Dear Aravindhan,

Welcome to FY 17! As we at CSS Corp move closer towards our mission to become the Premier Tech Support Company in the world, we have been working to create agile, aggressive, customer- centric teams that will continue to deliver superlative experiences to our customers.

To achieve this, it is important that we continue to set industry benchmarks to meet the success that we envision for CSS Corp. Our focus in building a market centric organization is reflective of our passion to win and create value for our customers.

In order to synergize all the efforts and the outcomes, our core strategic theme of "**Accelerating Growth with Sustainable Profitability**" will continue to be our focus.

We are confident that you will continue to contribute to this growth journey.

In recognition of your performance in the current role, we are pleased to inform you that your CTC has been revised to **INR 450,000/-** per annum effective **01-April-2016**.

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

Salary Revision effective from 01-April-2016						
Name :	Aravindhana Jaya Kumar		Emp No:		107039	
Designation :	Systems Analyst		Grade :		E2	
Salary Details						
Particulars	Explanatory Notes		Old Compensation (INR)		New Compensation (INR)	
			Monthly	Annual	Monthly	Annual
Fixed Components						
Basic			9,025	108,300	10,688	128,250
House Rent Allowance	50.0%	Basic	4,513	54,150	5,344	64,125
Transport Allowance	25.0%	Basic	2,256	27,075	2,672	32,063
Special Allowance			12,507	150,079	14,239	170,873
Statutory Bonus			700	8,400	1,400	16,800
Statutory Benefits						
Employer PF	12.0%	Basic	1,083	12,996	1,283	15,390
Total Guaranteed Compensation			30,084	361,000	35,626	427,501
Variable Components						
Individual Performance Pay	5.0%	CTC	0	19,000	0	22,500
Total Variable Compensation			0	19,000	0	22,500
Total Remuneration(CTC)			30,084	380,000	35,626	450,001

**Note:**

1. Allowances: All allowances will be payable based on eligibility and fulfilment of the required criteria
2. Tax Exemption on Medical Reimbursement will be provided upto INR 15,000 on production of Bills
3. Tax Exemption on LTA will be provided as per prevailing IT Rules on production of proofs
4. All variable payments are eligible to be paid only if on rolls as on date of payment

