

Private and Confidential

February 24, 2017

Name: Aravindhan Jaya Kumar

Emp No: 107039

Dear Aravindhan,

Thank you for being an integral part of the CSS journey. The organization has embarked upon a new journey by re-imagining our service lines with a primary focus on business growth & improved profitability. This also calls for changes in our employee compensation structure to motivate employees and reward performers.

We are pleased to inform you that the Variable Pay structure has been revised by combining all the existing variable pay components into one "Variable Performance Pay" which will be directly linked to the employee and Overall Business performance. This will be effective H2, FY 17.

As per the new structure, the VPP payout will be made twice a year (i.e.) October and April. The Variable pay due for Q3 and Q4 along with the IPP of FY 17 will be paid out as "Variable Performance Pay (VPP)" in April 2017. Please note, this does not impact your total CTC and it remains the same.

This letter supersedes all previous correspondence and communication on your Pay Plan. Please note that your salary information is confidential in nature and should not be disclosed to others under any circumstances. All other terms and conditions of your employment remain unaltered.

We look forward to your continued support!

With Best Regards,

For CSS Corp Pvt. Ltd.,



David Raj

EVP & Chief HR Officer - Global

Salary Revision effective from 01-October-2016						
Name :	Aravindhan 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			10,688	128,250	10,688	128,250
House Rent Allowance	50%	Basic	5,344	64,125	5,344	64,125
Transport Allowance	25%	Basic	2,672	32,063	2,672	32,063
Special Allowance			14,239	170,872	14,239	170,873
Statutory Bonus			1,400	16,800	1,400	16,800
Statutory Benefits						
Employer PF	12%	Basic	1,283	15,390	1,283	15,390
Total Guaranteed Compensation			35,626	427,500	35,626	427,501
Variable Components						
Variable Performance Pay	5.0%	CTC	0	0	0	22,500
Individual Performance Pay	5.0%	CTC	0	22,500	0	0
Total Variable Compensation			0	22,500	0	22,500
Total Remuneration(CTC)			35.626	450.000	35.626	450.001

Conditional Allowances:

Allowance Name	Eligible Amount(pa)
Night Shift Allowance	39,600

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

