



ANNUAL SALARY PROGRAM LETTER

Date: 22-May-18

Name: Harsh Ravi Ranjan
Employee Id: 3074

Altimetrik is continuously striving to create meaningful employee experiences by balancing business needs. Towards this, we changed our salary appraisal program to anniversary based salary program in Y2014. This is translated to your compensation being reviewed every 12 months from your date of joining/last salary appraisal date.

This year, we partnered with Mercer to benchmark Altimetrik compensation and benefits practices with the best in the industry. Altimetrik has benchmarked with like companies in the industry. Not surprisingly, the benchmark data reiterates and reflects our philosophy of aggressive pay for performance and we are above the market.

We are pleased to share the revised Annual Remuneration, Level and Designation details. The change has been arrived based on the above and other parameters such as market adjustments, pro-rata, skills and pay for performance. The revised remuneration is effective **01-Apr-2018**.

The details of your revised annual compensation are presented in the attachment Annexure- A.

All other terms and conditions remain unchanged.

Please keep the details of your compensation confidential. If you have any clarifications login to Unified Helpdesk via Connect Portal and raise a ticket by selecting HR_FIN (under Organization). Alternatively, please contact your Reporting Manager / respective HR Business Partner for clarifications.

Wish you an exciting career at Altimetrik.

Geetha Thiagarajan
Head - Human Resources

ANNEXURE A

Name: Harsh Ravi Ranjan
Employee Id: 3074

| DESCRIPTION | CURRENT | NEW |
|--|-------------------|-------------------|
| Effective Date | 01-Apr-2017 | 01-Apr-2018 |
| Designation | Developer | Senior Developer |
| Level | IC1 - B | IC1-C |
| | | |
| Annual Basic Pay | 187,404.00 | 243,624.00 |
| Annual House Rent Allowance | 93,708.00 | 121,812.00 |
| Annual Conveyance Allowance | 19,200.00 | 0.00 |
| Annual Medical Reimbursement | 15,000.00 | 0.00 |
| Annual Leave Travel Allowance | 31,236.00 | 40,608.00 |
| Annual Flexible Benefit Plan | 99,036.00 | 180,084.00 |
| Annual Meal Voucher | 13,200.00 | 13,200.00 |
| Annual Statutory Bonus | 9,720.00 | 9,720.00 |
| Annual Gross Salary | 468,504.00 | 609,048.00 |
| | | |
| Annual Performance Incentive | 0.00 | 0.00 |
| | | |
| Annual Employer's Contribution to Provident Fund | 22,488.00 | 29,232.00 |
| Annual Employer's Contribution to ESI | 0.00 | 0.00 |
| Annual Gratuity | 9,024.00 | 11,724.00 |
| Annual Cost To Company | 500,016.00 | 650,004.00 |

Geetha Thiagarajan
Head - Human Resources