



ANNUAL SALARY PROGRAM LETTER

Date: 12-May-17

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-2017**.

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 PE_FIN (under Organization). Alternatively, please contact your Reporting Manager / respective People Experience Partner for clarifications

Wish you an exciting career at Altimetrik

Chandan Kumar
Chief Financial Officer

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Altimetrik's compensation plans and programs, which may be changed or withdrawn at the sole discretion of Altimetrik, based on company policy and applicable law. If you believe the data shown is in-accurate, please notify your Manager/People Experience Partners. This statement contains personal information, please handle appropriately

ANNEXURE A

Name: Harsh Ravi Ranjan
Employee Id: 3074

DESCRIPTION	CURRENT	NEW
Effective Date	20-Apr-16	01-Apr-17
Designation	Developer	Developer
Level	IC1 - B	IC1 - B
Annual Basic Pay	149,928.00	187,404.00
Annual House Rent Allowance	74,964.00	93,708.00
Annual Conveyance Allowance	19,200.00	19,200.00
Annual Medical Reimbursement	15,000.00	15,000.00
Annual Leave Travel Allowance	24,984.00	31,236.00
Annual Flexible Benefit Plan	67,812.00	99,036.00
Annual Meal Voucher	13,200.00	13,200.00
Annual Statutory Bonus	9,720.00	9,720.00
Annual Gross Salary	374,808.00	468,504.00
Annual On Post Allowance	0.00	0.00
Annual Employer's Contribution to Provident Fund	17,988.00	22,488.00
Annual Employer's Contribution to ESI	0.00	0.00
Annual Gratuity	7,212.00	9,024.00
Annual Cost To Company	400,008.00	500,016.00



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