

April 01, 2019

Prashant Desai, 28046

Program Manager, Software Services

Annual Performance Review - April 2019

Dear Prashant Desai,

At the outset, we would like to thank you for your contribution to the organisational growth and performance.

In recognition of your contribution during the last year, we are pleased to inform you that your compensation has been revised with effect from April 01, 2019. Your revised CTC is **INR 5,083,675** which is inclusive of your fixed and variable pay. We are also happy to inform you that your annual bonus payout for the year 2018-19 is INR 599,490

All other terms and conditions of employment will remain unchanged.

Wish you all the very best and we look forward to your continued commitment and contribution to organizational growth.

Sincerely,
For eClerx Services Limited



Amir Bharwani
Principal, Human Resources
Encl: Annexure I – Salary Break-up

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Annexure I

Name : Prashant Desai

Designation : Program Manager

Compensation Effective Date : April 01, 2019

Salary Break-up	FY19 (in INR)	FY20 (in INR)
Basic Pay	166,525	176,517
House Rent Allowance	83,263	88,259
Conveyance Allowance	1,600	1,600
Medical Allowance	1,250	1,250
Leave Travel Allowance	8,333	8,333
Other Allowance	70,279	75,274
Monthly Fixed Compensation	331,250	351,233
Retiral Fund ¹	1,800	1,800
Monthly Total Compensation	333,050	353,033
Annual Total Compensation	3,996,600	4,236,396
Performance Bonus (Up to) ²	799,320	847,279
Cost to Company	4,795,920	5,083,675
Gratuity ³	96,118	101,886

Notes:

1. In case you are a member of Employee's Provident Fund, the Retiral Fund will be deposited to your PF account as Employer Contribution to PF. Your personal contribution to PF will be deducted from your monthly fixed salary. If you are not a member of Employee's Provident Fund, the Retiral Fund will be paid to you as part of Monthly Total Compensation.
2. The performance bonus payout is contingent on your performance and is subject to your being on the active rolls of the Company, on the date of actual payout.
3. Gratuity will be paid only as per The Payment of Gratuity Act, 1972.

For eClerx Services Limited



Amir Bharwani
Principal, Human Resource