

26-Mar-2019

Employee Name: **Kishore K R**
Employee No: **4450**
Level: **3A**
Designation: **Principal Software Engineer**

Sub: Revised Compensation - 2019

Dear Kishore,

We would like to thank you for your dedication, hard work and contributions to a fantastic year. Your contributions have made a difference to ArisGlobal, our customers and stakeholders.

Compensation is one of the ways through which we are able to communicate our appreciation and recognize your contributions to our company. Your new annual salary details are enclosed herewith and it is effective as of 1st January 2019, which will appear retro-actively in your April 2019 paycheck.

Your revised Annual Compensation is INR **1558932** effective 1st January 2019, as detailed in Annexure.

In view of aligning employee performance with the organizational outcomes, we are glad to share our success for the year 2018 in terms of Variable Pay, which will be paid along with the April 2019 Salary. Your payout amount is INR **46654** (95%). The detailed calculation of the Variable Pay is included in the annexure attached.

We wish you success and cherish you being an integral part of the journey of growth & transformation at ArisGlobal.

Best Wishes,

for **ArisGlobal Software Pvt. Ltd**

- *All other terms and conditions of your employment contract will be as per rules and regulations framed by the Company and governed by HR Policies which may be amended from time to time.*
- *This letter supersedes any previous letter issued in this regard.*
- *Employees who joined during the year 2018 (till 30th September 2018) VP has been calculated and paid on pro-rated basis.*
- *Post receiving this letter, if you resign and if serving notice, you shall NOT be eligible for the revised payout and Variable pay.*
- *This letter is auto generated, hence does not require physical signature.*

Salary Increase Appendix

Employee Name: **Kishore K R**
Employee No.: **4450**
Level: **3A**
Designation: **Principal Software Engineer**

Period	Annual Cost [INR]
Current Annual Salary 2018	1500000
Revised Annual Salary effective 01 January 2019	1598219
Total Increase	98219
Increase %	6.55%

*** Please note: Individual compensation packages are unique and we expect you to maintain utmost confidentiality with regards to your compensation package. You should therefore not discuss on the same with anyone.*

Variable Pay Appendix

Category	% of Pay-out	Annual Cost [INR]
Corporate Performance	101%	24800
Individual Performance	89%	21854
Total Variable Payout	95%	46654

SALARY ANNEXURE

CONFIDENTIAL

Name: Kishore K R
 Emp #: 4450
 Level: 3A

		MONTHLY (Rs.)	ANNUALLY (Rs.)
A	MONTHLY SALARY		
	Basic	66869	802426
	House Rent Allowance	30091	361092
	Bonus	5570	66842
	Leave Travel Assistance	5572	66869
	Flexible Benefit Plan	10399	124788
B	GROSS	118501	1422017
C	STATUTORY BENEFIT		
	Company's Contribution towards P.F*	8024	96291
D	GROSS TOTAL	126526	1518308
E	**Variable Pay (as applicable)		79911
F	TOTAL POTENTIAL EARNINGS		1598219

NOTES:

Wherever applicable, the decimals have been rounded off

Welfare benefits like Medical Insurance etc., as per the policy of the Company

* This will be matched by an equivalent contribution from your monthly disbursements

** This will be paid as per the Performance Linked Variable Pay Guidelines (if applicable)

The above salary is subject to Income Tax as per the rules prevailing.

For **ArisGlobal Software Pvt. Ltd.**