

26th June 2014

Kamalakannan Sanjeevan
4000147

Dear **Kamalakannan**,

We acknowledge your contribution to the organization and are pleased to revise your salary based on your performance for the year 2013 - 2014.

Your revised compensation effective **1st April 2014** is as follows:

Designation: Technical Manager
Grade: E6

Monthly Components	In Rs.	Annual Components	In Rs.
Basic	64126	Provident Fund	9360
HRA	32063	LTA	64126
Conveyance	800	Mediclaime & PAP	19723
Medical Allowance	1250		
Statutory Bonus	700		
Infinite Flexible Benefit Plan*/ Other Allowance	21546		
Monthly Gross	120485	Annual CTC	1539029

* Infinite Flexible Benefit Plan (IFBP) – You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your Grade and eligibility as per the policy and the rest becomes taxable income.

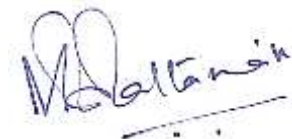
All other terms and conditions of your employment remain unchanged.

We look forward to your continued support for the growth of the organization and wish you a long and successful career with us.

Wishing you the very best,

Best Regards,

For India Comnet International Private Limited



Ansuman Pattanaik
Assistant Vice President - Human Resources

Annexure – 2

The eligibility for choosing the components from Infinite Flexible Benefit Plan according to the grade is as follows:

Grade	Sodexo	Telephone	Internet	Car R&M	Driver	NPS (Max)	Infinite Flexible Benefit Plan
E1	2,200					650	2,850
E2	2,200					700	2,900
E3	2,200					1,200	3,400
E4	2,200					1,800	4,000
E5	3,300	3,000	3,000	12,000		2,500	23,800
E6	3,300	3,000	3,000	12,000		3,200	24,500
E7	3,300	3,000	3,000	12,000		4,400	25,700
E8	3,300	3,000	3,000	12,000	12,000	5,000	38,300
E9	3,300	3,000	3,000	12,000	12,000	6,000	39,300
E10	3,300	3,000	3,000	12,000	12,000	7,000	40,300

- Sodexo – The amount chosen against this will be issued in the form on Vouchers/ Loaded to the card on monthly basis.
- Telephone / Internet / Car Running & Maintenance / Driver salary - The amount chosen against this will be reimbursed quarterly upon submission of bills. The Telephone and Internet bills need to be in the name of the employee. In case the reimbursement claimed is less than the amount opted, then the balance would be paid as part of taxable Salary.
- All employees above E5 are eligible for Car lease programme. Refer the policy document for details.
- Reimbursement of Car Running, Maintenance and Driver's Salary can be claimed only if the car is through Infinite lease programme.
- NPS – The amount chosen to contribute towards this needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1 lakh for Tax exemption under Section 80CCD (2).
