

**STRICTLY PRIVATE & CONFIDENTIAL**

**25 February 2020**

**Lakshmi Narasimhan Ravichandran**  
**ID: 683466**  
**Level: 1B**  
**Senior Software Engineer**

**Salary Review 2020**

Dear Lakshmi,

We are pleased to inform you that effective 01 January 2020, your remuneration has been revised as per details in annexure.

The remuneration will be subject to tax as per income tax rules. All other terms and conditions of your employment are governed by appointment terms and Company policies.

We thank you for your contribution and look forward to your continued commitment towards the success of organisation.

Wishing you the very best for the year ahead.

Yours Sincerely,

**For Steria (India) Limited**



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**Vimmi Chachra**  
**Chief Human Resources Officer**

*\*\* This letter is electronically generated.*

## ANNEXURE

Lakshmi Narasimhan Ravichandran

ID: 683466

### Details of Total Remuneration Effective 01 January 2020


SALARY COMPONENTS		(Amount in INR per annum)
Basic Pay		292,043
Provident Fund (Employer's Contribution)		35,045
Special Allowance	FLEXI COMPONENTS *	359,541
House Rent Allowance (HRA)		134,580
Leave Travel Assistance (LTA)		0
Food Coupons		13,200
National Pension Scheme (Employer's Contribution)		0
<b>COST TO COMPANY</b>		<b>834,409</b>

Other Benefits **	Average Premium
Group Medical Insurance (Mediclaime) Policy (Coverage: INR 500,000/-)	8,752
Group Term Life Insurance Policy (Coverage: INR 1,500,000/-)	
Group Personal Accident Policy (Coverage: INR 1,500,000/-)	

#### Footnotes on Asterisked Items above -

- \* The eligibility of these components is guided by the respective Company Policies for each Level except for Special Allowance.
- \*\* You will also be entitled to participate in the Company's Group Personal Accident Policy (GPAP), Group Term Life Insurance Policy as per the Schemes existing in the Company. The participation in Group Medical Insurance for self is mandatory and company contributes to the premium as per the policy. The premium amounts are indicative and may change annually basis the changes in policy and other market factors.
- Actual Net take home will depend on the flexi basket the employees choose, type of Insurance scheme that the employees might opt for, monthly reimbursements that the employees might claim for and other necessary tax deductions as per the Indian IT laws.
- You will also be eligible for Gratuity as per the Payment of Gratuity Act.

For Steria (India) Limited



Vimmi Chachra  
Chief Human Resources Officer

