



SONATA SOFTWARE LIMITED



CMMI DEV/5
Level 5 - Maturity

Ref: SSL/RAJ/HYD/2015
21-Jan-15

Name - Ms. Muraka Pranathi
Emp_Id - 11162

Dear Muraka,

Sub: Promotion and Revision

In line with the Company's continued commitment to align its compensation with the best practices in the industry, we are pleased to inform you that on review of your performance you are promoted to C2 band as Consultant effective 1st January, 2015. Your revised salary is as detailed in the Annexure.

Sonata appreciates and acknowledges your commitment and performance. As Sonata continues on its path of aggressive growth, we look forward to your unrelenting support and wish you an enriching and fruitful career ahead with us.

Your other terms and conditions of employment not specifically altered by this letter remain unchanged. Your terms of employment are confidential at all times. Please note that sharing of such information is considered a breach of confidentiality.

Should you have any clarifications, please contact your Manager or the undersigned.

Wishing you the very best.

Yours truly,
For Sonata Software Ltd

Raju P V S N
Senior Vice President

ANNEXURE*Figures in Rs.*

Name	Ms. Muraka Pranathi
Employee Id.	11162
Band and Level	C2
Designation	Consultant
Effective Date	1-Jan-2015
Monthly Benefits -A	
Basic	26,040
HRA	13,020
Conveyance Allowance	800
Education Allowance	2,000
Meal Allowance (Refer Note No.1)	2,500
Supplementary Allowance(Refer Note No.2)	36,479
Medical Allowance (Refer Note No.3)	1,250
Advance Bonus/Ex Gratia	500
Total Monthly	82,589
Retirement Benefits -B	
Provident Fund (12% of basic salary)	37,498
Gratuity (4.17% of basic salary)	13,030
Total Retirement Benefits	50,528
CTC - C (A+B)	1,041,600
Variable Pay - D (Refer Note No.4)	
Variable Performance Pay [VPP]	104,160
Other Benefits - E	
Hospitalization, Personal Accident & Life Insurance Premium (Refer Note No.5)	4,350
Total Cost to Company - TCC (C+D+E)	1,150,110

Notes:

1. Meal Vouchers can be opted for by the employee. In such event, Meal allowance will not be paid as part of Salary.
2. Supplementary Allowance includes LTA Amount as eligible for your Band. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits of Sec 10(5) under the Income-Tax Act will be given to you.
3. Tax Benefits can be availed for Medical expenses by submitting proof of such expenditure. The above is subject to the limits prescribed by the Company and the rules governing the same.
4. Variable Performance Pay (VPP): VPP indicated above is at the maximum earning potential of 10% of your CTC. At an average level, the payout would be at 4% of your CTC. The same is computed based on Individual Performance and will be paid on a Quarterly basis. The payout of VPP is subject to the current VPP policy and guidelines published.
5. Hospitalization Insurance Cover of Rs. 1 Lakh p.a under the family floater cover (Employee, spouse and children) and Personal Accident Insurance Cover for you of Rs. 5.5 Lakhs p.a, and Term Life Insurance Cover for you of Rs.5 Lakhs as per rules governing the same.
6. The company reserves the right to modify or cancel the terms of any of the schemes when deemed necessary.

Ref: SSL/RAJ/HYD/21-Jan-15

