

HRD/ROLE CHANGE/2019/01/753140

January 03, 2019

Poojitha Nagavelly
Emp. No. 753140
ADM

Dear Poojitha,

Ensuring employees have the best opportunities for growth and development is the hallmark of an organization that fosters performance culture. We believe that recognizing and rewarding meritocracy is the only sustainable path towards building a stronger organization.

Congratulations! In recognition of your performance, we are happy to promote you to the Role designation of **Technology Analyst in PL 4** effective **January 01, 2019**.

We are pleased to inform you that your compensation is being revised as follows:

Total Gross Salary: INR 49,399/- per month

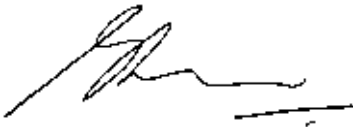
(Inclusive of Performance Bonus at an indicative pay out of 100%)

The job description, competencies and performance measures that apply in your revised Role Designation will be made available to you on Harmony shortly.

Here's wishing you success in your new role!

All other terms and conditions of your employment remain unchanged.

Best regards,



Richard Lobo
EVP and Head – Human Resources – Infosys Limited

Emp. No. 753140

Role Designation: Technology Analyst

PL: 4

Unit: ADM

ANNEXURE I

SALARY COMPONENTS	CURRENT SALARY Amount (in INR per month)	REVISED SALARY Amount (in INR per month)
Fixed Salary		
Basic Salary	13,440 /-	13,920 /-
Fixed Dearness Allowance	1,100 /-	1,100 /-
Basket of Allowances	23,064 /-	23,911 /-
Bonus / Ex-Gratia	2,908 /-	3,004 /-
Retirement Benefits		
Provident Fund	1,745 /-	1,802 /-
Gratuity	699 /-	722 /-
Total Fixed Salary	42,956 /-	44,459 /-
Performance Bonus*	NA	4,940 /-
TOTAL GROSS SALARY	42,956 /-	49,399 /-
TOTAL GROSS SALARY (per annum)	515,472 /-	592,788 /-

Basket of allowance includes HRA, LTA, Medical, Children's Education, and Transport Allowance.

*Infosys Limited operates a non-contractual discretionary Performance Bonus Plan. The Performance Bonus is paid out on a quarterly basis. The payment of Performance Bonus will happen in August, November, February and May respectively for the period of April to June, July to September, October to December and January to March. The actual payment of Performance Bonus will vary based on the Company, Unit / Department and individual performance. Please note that to be eligible for Performance Bonus payment for a given evaluation period, you need to be on the rolls of the Company as on the last date of the evaluation period under consideration.

The Company reserves the right to change the provisions under this Bonus Plan, by giving prior notice to the concerned employees.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.