

Attachment – A

Salary Package

Name : Anil Kumar Murikipudi
Designation : Sr. Software Engineer

Salary Components	Per Month in INR	Documents to be submitted to avail income tax concessions
Basic Salary	22500	
House Rent Allowance	9000	Rent Receipts
Conveyance Allowance and Vehicle Reimbursements	1600	Expense claims
Medical Expenses Reimbursement	1250	Medical Expenses Bills
Telephone Expenses Reimbursement	800	Payment Receipts against Telephone Bills
Leave Travel Assistance (Payable annually)	1875	Documentary Proof as per Income Tax Rules
Special Allowance	16375	
Meal Card	1050	
Subtotal	54450	
PF (Employers Contribution)	1800	
Total	56250	

Note:

2. Taxes will be deducted from the emoluments as per applicable rules and laws.
3. Claims for Income Tax exemptions, wherever applicable, must be supported by Bills/Payment Receipts, as per rules and laws.
4. You will be eligible for Annual Incentive of **INR 50,000** based on your performance

For **QISON Software Pvt. Ltd,**



Naminder Dhir
Chief Operating Officer

QISON SOFTWARE PVT LTD

June 1, 2015

Anil Kumar Murikipudi
EmpID 79

REVISION OF SALARIES

Dear **Anil Kumar**,

1. In consonance with the Annual appraisal exercise and the assessment of your performance, the management has carried out a review of your salary.
2. After due consideration of various aspects, which include the initial fixation of your salary, the Company compensation policy, the industry average, and so on, the management is pleased to revise your salary structure as now shown at Appendix to this letter. The new salary structure takes effect from **April 1st, 2015**
3. This exercise has been carried out individually for each case. Therefore, your new salary need not essentially bear any relationship/comparison with any other person's salary. In view of this, you are requested to:
 - Treat your salary as totally PERSONAL and CONFIDENTIAL.
 - Take no cognizance, even if someone else shares any information about his/her salary with you. Should there be any concern or clarification required by you, please feel free to walk up to the undersigned for discussion. We will be very happy to attend to you.
4. We hope that you will continue working with the same zeal and commitment as hitherto fore, and continue to contribute meaningfully to the company's image and output.

Looking forward to a long and mutually satisfying and rewarding working relationship with you

For **QISON Software Pvt. Ltd**,



Naminder Dhir
Chief Operating Officer

QISON SOFTWARE PVT LTD