

GROWTH

Personal & Confidential

COMPENSATION SUMMARY STATEMENT**LEARNING**

Garunya Narendran
Employee Code: 911750

Dear Garunya,

At Concentrix, our staff is at the core of the business, making a difference to our clients each day. The potential and aspirations of our staff are strong contributors to our growth. While you give in your best to the company, we also stand committed to providing a holistic and attractive Total Rewards Program that is relevant and of value to you. Our programs include ongoing opportunities for learning and development, staff benefits, well-being, corporate discounts, partnerships and salary investments. We have launched rewards programs that include best in class career growth opportunities and benefits, such as:

MY OFFERS**MY REWARDS**

- Focused career growth programs such as ACE, Impower
- myLO- My learning Opportunities, an extensive learning opportunities program
- Health & Wellness camps
- Life Insurance top-up schemes
- My Rewards, an online point-based Rewards & Recognition programs

Recently, we concluded the Salary Review Program and we are pleased to inform you that your total compensation has been revised effective July 01, 2017 based on your performance.

Your new CTC is INR 342,024. The revised salary annexure is enclosed herewith for your reference.

We appreciate your valuable contribution and look forward to your continued efforts in making Concentrix, the greatest customer engagement services company in the world, rich in diversity and talent.

All other terms and conditions of your service remain unchanged.

MY HELP

Compensation & Benefits Leader
Concentrix Technologies (India) Private Limited

MY HEALTH**RECREATION**

CNXL/C&B/ART/SP/ESPL17/1.0

Concentrix Technologies (India) Private Limited

No. 17/9C, 17/4C, Maruthi Chambers, 3rd Floor, Rupena Agrahara, Hosur Road, Bengaluru-560 068, India
91 80 6614 5960 .91 80 6618 3304(fax)
CIN: U72300KA2010PTC061797

info.india@concentrix.com www.concentrix.com

Name: Garunya Narendran			
Employee code: 911750			
Band: 6A			
Annexure			
01	Gross Salary	Monthly (INR)	Annual (INR)
	Fixed Components :		
	Basic Salary	7,770	93,240
	House Rent Allowance	3,885	46,620
	Medical Allowance	647	7,764
	Special Allowance	5,399	64,788
	Shift Allowance	1,900	22,800
	Statutory Bonus/Bonus**	2,095	25,140
	Total Gross Salary	21,696	260,352
02	Company Contributions :	Monthly (INR)	Annual (INR)
	PF*	932	11,184
	Gratuity*	374	4,488
	Total	1,306	15,672
	Base Salary (1+2)	23,002	276,024
03	Variable Earnings : ***	Monthly (INR)	Annual (INR)
	Monthly Incentive Maximum	3,000	36,000
	Attendance Incentive	2,500	30,000
	Variable Earnings [Minimum]	-	-
	Variable Earnings [Maximum]	5,500	66,000
04	CTC [1 + 2 + 3]	Monthly (INR)	Annual (INR)
	CTC with variable earnings at minimum	23,002	276,024
	CTC with variable earnings at maximum	28,502	342,024
	Statutory Contributions* :		
	All Statutory deductions (Only to the extent applicable) will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax laws. Gratuity will be governed by the Payment of Gratuity Act, 1972, which is payable after 5 years of continuous service with the organization.		
	Statutory Bonus/ Bonus** :		
	This is in adherence to the statutory amendments as applicable & is payable monthly through the payroll.		
	Variable Earnings*** :		
	This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.		
	Additional Benefit :		
	Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.		
	This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Technologies (India) Pvt Ltd compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Technologies (India) Pvt Ltd, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager.		