

May 07, 2021

Romil Singhai

10670788

Dear Romil Singhai,

**Congratulations!!!**

We are pleased to inform that your compensation has been revised effective April 1st, 2021.

A detailed breakup of your revised compensation is attached.

All matters related to your compensation with the Company is strictly confidential in nature and expected to be treated the same from your side. All other terms and conditions of your employment remain unchanged.

We thank you for your contribution to the success of LTI and are confident that this recognition will continue to motivate your high level of commitment to go extra mile and push the frontiers of innovation.

Sincerely,

For Larsen & Toubro Infotech Ltd. (LTI)



Ajay Tripathi  
Chief Human Resources Officer

*LTI - Confidential*

**Larsen & Toubro Infotech Ltd.**

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CIN: L72900MH1996PLC104693



A Larsen & Toubro  
Group Company



## Salary Card

Name : Romil Singhai		Grade : P2
P.S. No. : 10670788		Designation: Senior Software Engineer
Components	Per Annum	Per Month
Basic	240,804	20,067
Bouquet of Benefits (BoB)	540,948	45,079
Bonus	21,000	1,750
<b>A. Base Salary</b>	<b>802,757</b>	<b>66,896</b>
Annual Incentive (AI)	40,352	
<b>B. Total Variable</b>	<b>40,352</b>	
<b>C. Total Target Cash (TTC) - A+B</b>	<b>843,109</b>	
Provident Fund (PF)	28,896	2,408
Gratuity	11,580	965
Mediclaime Insurance Premium	6,773	
<b>D. Retiral and Other Benefits</b>	<b>47,249</b>	
<b>Cost to Company (CTC) - C+D</b>	<b>890,358</b>	
<b><u>Annual Incentive (AI):</u></b> For the payout please refer Annual Incentive Policy. Annual incentive amount shall be considered inclusive of bonus payable with respect to Payment of Bonus Act (1965).		
<b><u>Medical Insurance:</u></b> For details refer to Medical Benefits Scheme - Grades P4, M4, L4, S3 and Below policy on HR Policies Portal. Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.		



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<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>- PF and leave encashment will be calculated based on Basic, as per the rules.</li> <li>- The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution.</li> <li>- Gratuity will be calculated based on Basic, as per the rules.</li> <li>- Employees on overseas deputation will be paid allowances as per Overseas Deputation Note/ Allowance Revision Letter.</li> </ul>		
<p>Following are the components applicable to you under <b>Bouquet of Benefits(BoB)</b>.</p>		
Components	Limits	Remarks
House Rent Allowance (p.m.)	10% - 50% of basic	Mandatory
Conveyance Allowance (p.m.)	Rs. 1,600/-	Optional
Medical Allowance (p.m.)	Rs. 1,250/-	Optional
Education Allowance (p.m.)	Rs. 200/-	Optional
Leave Travel Allowance (p.a.)	Rs. 15,000/-	Optional
Meal Allowance (p.m.)	Rs. 1,100/- OR Rs. 2,200/-	Optional
Hostel Expenditure (p.m.)	Rs. 600/-	Optional
<p>- Balance amount under Bouquet of Benefits(BoB) will be paid as Adhoc Allowance per month and will be fully taxable.</p>		
<p>- You are required to declare your options under Bouquet of Benefits(BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits(BoB) are available on HR Policies portal.</p>		
<p>- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.</p>		
<p>- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.</p>		
<p><b>-In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.</b></p>		

