



September 25, 2018

Varnika Priydarshini
U60410

Dear Varnika,

We are pleased to announce that with effect from September 25, 2018, your revised annual compensation is ₹424,000. This includes an annual variable component of ₹20,000.

The coming quarters would present us newer challenges and opportunities – and we look forward to your renewed commitment and continued contribution in realizing our vision of being the best IT services company in the world.

Best regards,

A blue ink handwritten signature, likely belonging to Manu Gopinath.

Manu Gopinath
Chief People Officer

Note: Your compensation is strictly confidential between you and organization. Disclosing this information would be considered a violation of the confidentiality policy and is liable to disciplinary action.

Total Rewards Summary

Cash Components – Change over Past Year

	Current Compensation	Revised Compensation	Increase (₹)	Overall Increase (%)
Fixed Pay	₹380,000	₹404,000	₹24,000	6.00
Variable Pay	₹20,000	₹20,000	₹0	
Total Pay	₹400,000	₹424,000	₹24,000	

Benefits – Highlights

	As of June 01,2017
Life Insurance	Life Insurance coverage of ₹10 Lakh
Accident Insurance	Accident insurance coverage of ₹10 Lakh Weekly Benefit of up to ₹10,000/- during LWOP, due to any accident (up to 52 weeks)
Medical Insurance	<p>Floater cover of ₹4 Lakh for employee, spouse and three children completely sponsored by UST. A sibling who is physically or mentally challenged can also be covered under this floater cover.</p> <p>Additional optional cover up to ₹4 Lakh for dependent parents with premium borne by the employee.</p> <p>Top-Up option to enhance the base insurance cover up to ₹3 Lakh for employees, dependents & parents by paying additional premium.</p> <p>Income Protected during loss of pay leave due to critical ailments up to a period of 3 months.</p> <p>Out Patients benefit for accident claims up ₹15,000.</p> <p>₹40,000 for external congenital diseases over and above the medical insurance cover.</p> <p>One time contingency cover of ₹25,000 for first time cancer detection.</p> <p>Air transport up to ₹50,000 from remote locations in case of emergency.</p> <p>Co-Payment: 10% for associate; 15% for spouse and children; 20% for dependent parents.</p> <p>Bariatric surgery covered under the policy, limit up to family sum insured, Applicable to employees only whose Body Mass Index is over 35, not for dependents.</p> <p>HIV Disease – Covered up to ₹1 Lakh.</p> <p>Life threatening cases for Maternity claims can be covered up to family sum.</p> <p>Vision correction covered for - +/- 7 power correction diagnosed through Lasik surgery.</p>

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