

HR/ Sal Re Structure/Jan 2019

January 26, 2019

PRIVATE & CONFIDENTIAL

Rajesh Kumar

Emp no : 2359348

Dear Rajesh,

In accordance with the increase in minimum wage stipulation, the bonus/ ex-gratia component is being revised to INR 4,500 per month (instead of INR 2,000 per month). This change will not affect your take-home pay as the increase in the Ex-gratia component will be adjusted with the Special Allowance effective **January 01, 2019**. There is no change in overall compensation. Please refer to the revised salary stack-up in the Annexure.

All other terms and conditions of your service remain unchanged. Please note that your compensation structure is personal to you and you are requested not to share details of the same with others.

With warm regards,

for Mphasis Ltd

Subramanian Sundaresan
President - Global Delivery

Note: This is a system generated document and will not have a signature.

ANNEXURE I
COMPENSATION DETAILS

Name	Rajesh Kumar
Band	4
Level	5
Effective Date	January 01, 2019
Particulars	Amount in INR
Basic	42,500
House Rent Allowance	21,250
Leave Travel Allowance	3,000
Special Allowance***	57,942
Ex-Gratia/Bonus *	4,500
Total Fixed Cash	1,29,192
Variable Pay**	7,083
Target Cash Compensation	1,36,275
Provident Fund Contribution (PF)	5,100
Medical & Accident Insurance****	292
Cost to Company	1,41,667
Cost to Company (per annum)	17,00,000

Note:

*As per the statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not this will be paid as "Ex-gratia".

** Variable Pay will be payable on Quarterly basis. Amount shown is a monthly figure that is payable on 100% Target achievement measured quarterly. The company and unit/function performance achievement against the target shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

*** In line with the Central FY budget applicable for FY19, Medical reimbursement & Conveyance allowance components are removed and added with Special Allowance.

**** In case of any increase in the premium amount during the policy renewal period, the same will be borne by the employee.

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