

**Steria (India) Limited**

Seaview Special Economic Zone, Building 4,  
Plot No. 20 & 21, Sector - 135  
Gautam Buddh Nagar, Noida (U.P.) - 201304  
India  
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[www.soprasteria.in](http://www.soprasteria.in)

**STRICTLY PRIVATE & CONFIDENTIAL****22 February 2021****Ravi Chand****ID: 683410****Level: 2B****Technical Lead****Salary Review**

Dear Ravi,

We are pleased to inform you that effective **01 January 2021**, your remuneration has been revised as per details in annexure.

The remuneration will be subject to tax as per income tax rules. All other terms and conditions of your employment are governed by appointment terms and latest Company policies.

We thank you for your contribution and look forward to your continued commitment towards the success of organisation.

Wishing you the very best for the year ahead.

Yours Sincerely,

**For Steria (India) Ltd**

**Vimmi Chachra**  
**Chief Human Resources Officer**

*\*\* This letter is electronically generated.*

## ANNEXURE

Ravi Chand  
ID: 683410

### Details of Total Remuneration Effective 01 January 2021

SALARY COMPONENTS		(Amount in INR per annum)
Basic Pay		519,049
Provident Fund (Employer's Contribution)		62,286
Special Allowance	FLEXI COMPONENTS *	675,714
House Rent Allowance (HRA)		218,748
Leave Travel Assistance (LTA)		0
Food Coupons		0
Internet Connectivity Allowance		7,200
National Pension Scheme (Employer's Contribution)		0
<b>COST TO COMPANY</b>		<b>1,482,996</b>

Other Benefits (C)**	Average Premium
Group Medical Insurance (Mediclaime) Policy (Coverage: INR 600000/-)	12,182
Group Term Life Insurance Policy (Coverage: INR 2500000/-)	
Group Personal Accident Policy (Coverage: INR 2500000/-)	

**Footnotes on Asterisked Items above -**

- \* The eligibility of these components is guided by the respective Company Policies for each Level except for Special Allowance.
- \*\* The participation in Group Medical Insurance for self is mandatory and company contributes to the premium as per the policy. You will also be entitled to participate in Company's Group Term Life (GTL) Insurance Policy and Group Personal Accident (GPA) Policy, as per the schemes existing in the Company. The premium amounts are indicative and may change annually basis the changes in policy and other market factors.
- The actual Net pay will depend on the flexi components chosen by you including type of Insurance scheme, monthly reimbursements, and other necessary tax deductions as per the Indian IT laws.
- You will also be eligible for Gratuity as per the Payment of Gratuity Act

**For Steria (India) Ltd.**



**Vimmi Chachra**  
Chief Human Resources Officer

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