

HR/Sal Revision and PF Sal Re Structure/April 2020

April 29, 2020

Singaram Ram

Emp no : 2363009

Band : 5, Level: 2

Dear **Singaram**,

In recognition of the performance and contribution you have made in our success, we are pleased to inform you that your annual compensation has been revised to **INR 3,59,000** effective April 01, 2020.

We are confident that your commitment of being aligned to the Mphasis culture of focusing on outcomes and customer centricity will steer Mphasis to newer heights. We wish you the very best in your career with us.

The details of the compensation and benefits as applicable to you are enclosed in the annexure to this letter. 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

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ANNEXURE I
COMPENSATION DETAILS

Name	Singaram Ram
Band	5
Level	2
Effective Date	April 01, 2020
Particulars	Amount in INR
Basic	8,750
House Rent Allowance	4,375
Leave Travel Allowance	2,000
Special Allowance***	6,633
Ex-Gratia/Bonus *	4,500
Total Fixed Cash	26,258
Variable Pay**	1,458
Target Cash Compensation	27,717
Provident Fund Contribution (PF)	1,800
Medical & Accident Insurance****	400
Cost to Company	29,917
Cost to Company (per annum)	3,59,000

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 and Conveyance component is removed and added with Special Allowance.

**** Medical insurance premium is revised to Rs. 4800.

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