

HR/ PF Sal Re Structure/April 2019

April 30, 2019

PRIVATE & CONFIDENTIAL

Singaram Sai Ram

Emp no : 2363009

Dear **Singaram**,

We would like to inform you that your salary has been restructured as per the new PF statutory guidelines mandated by the Government effective **April 01, 2019**.

Due to this there will be change only in your PF Component INR 8,160 annual and to this effect this value shall be added to your Cost to Company (CTC). The salary break-up of this is enclosed in the Annexure I.

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

Yours sincerely,

for **Mphasis Ltd**

Srikanth Karra

Chief Human Resources Officer

Note: This is a system generated letter and it does not require signature.

ANNEXURE I
COMPENSATION DETAILS

Name	Singaram Sai Ram
Band	5
Level	1
Effective Date	April 01, 2019
Particulars	Amount in INR
Basic	4,500
House Rent Allowance	2,250
Special Allowance***	5,668
Ex-Gratia/Bonus *	1,000
Total Fixed Cash	13,418
Variable Pay**	750
Target Cash Compensation	14,168
Provident Fund Contribution (PF)	1,220
Medical & Accident Insurance****	292
Cost to Company	15,680
Cost to Company (per annum)	1,88,160

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.

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