

HR/Sal Promotion and PF Sal Re Structure/Sep 2019

September 30, 2019

**PRIVATE & CONFIDENTIAL**

**Name : Singaram Sai Ram**

**Emp No : 2363009**

Dear Singaram,

**Congratulations!** In appreciation of your contribution and performance, we are pleased to inform that you have been promoted as a **Associate Software Engineer** in **Band 5 , Level 2** and your revised compensation will be **INR 2,54,140** with effect from **September 01, 2019**.

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 related benefits as applicable to you are enclosed in the annexure to this letter. Please ensure you speak to your manager and understand your revised roles and responsibilities.

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

Your loved ones are integral to your success. Do take time to celebrate this achievement with your loved ones! We urge you to continue the winning streak!

All the best!

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**

|                                    |                           |
|------------------------------------|---------------------------|
| <b>Name</b>                        | <b>Singaram Sai Ram</b>   |
| <b>Band</b>                        | <b>5</b>                  |
| <b>Level</b>                       | <b>2</b>                  |
| <b>Effective Date</b>              | <b>September 01, 2019</b> |
| <b>Particulars</b>                 | <b>Amount in INR</b>      |
| Basic                              | 6,250                     |
| House Rent Allowance               | 3,125                     |
| Leave Travel Allowance             | 2,000                     |
| Special Allowance***               | 2,875                     |
| Ex-Gratia/Bonus *                  | 4,500                     |
| <b>Total Fixed Cash</b>            | <b>18,750</b>             |
| Variable Pay**                     | 1,042                     |
| <b>Target Cash Compensation</b>    | <b>19,792</b>             |
| Provident Fund Contribution (PF)   | 1,095                     |
| Medical & Accident Insurance****   | 292                       |
| <b>Cost to Company</b>             | <b>21,178</b>             |
| <b>Cost to Company (per annum)</b> | <b>2,54,140</b>           |

\* 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 component is removed and added with Special Allowance.

\*\*\*\* Medical insurance premium is revised to Rs. 3500.

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