

**SpiceJet Limited**

319 Udyog Vihar, Phase-IV,
Gurugram 122016, Haryana, India.
Tel: + 91 124 3913939
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Thursday, 14 December 2017

Ms. Shamyata Biswal (EMP Code: 116335)

Designation: Cabin Crew

Department: In Flight Services

Location : - Ahmedabad

Dear Ms. Shamyata Biswal,

Congratulations on completing one year with Spicejet from the date of your endorsement as Cabin Crew. In appreciation of the same, we are pleased to revise your compensation to Rs. 4,83,120.00 per annum with effect from 02-Dec-17.

The detailed compensation structure is as given below:

Compensation Component	Amount (INR)	Amount (INR)
	Per Month	Per Annum
Basic Pay	5,500.00	66,000.00
House Rent Allowance	2,750.00	33,000.00
Special Allowance	2,640.00	31,680.00
Provident Fund (Employer's Contribution)	660.00	7,920.00
Uniform Allowance	3,000.00	36,000.00
Medical Allowance	1,250.00	15,000.00
Fixed Flying Allowance @ 70 Hours	17,750.00	2,13,000.00
Fixed Salary	33,550.00	2,13,000.00
*Productivity Allowance	6,710.00	80,520.00
Total Compensation	40,260.00	4,83,120.00

The details of slab for Flying Allowance is given below:

Flying Hours	Slab Rate (INR)
71 to 80	350
81 to 90	550
91 & above	650

*Productivity Allowance is applicable only when there is no report sick/ No Loss of Pay during the attendance Cycle of the Month.

All other terms and conditions of your employment remain unaltered.

On behalf of the Management, we congratulate you and look forward to your continued support in taking SpiceJet Ltd to greater heights.

For SpiceJet Limited

Surajit Banerjee
Sr. Vice President & Head HR

Accepted
(Shamyata Biswal)