Ref. IGATE/821219/IND/2015 **April 23, 2015**

Name: **Vaishali Srivastava**

Employee Id: **821219**

Dear Vaishali,

At IGATE, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for the year 2014 is **"Met Expectation".**

In recognition of your performance your compensation has been revised to **INR 8,64,012** per annum effective **April 01, 2015**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making IGATE a world class organization.

Wishing you a happy and rewarding career with IGATE!

With Best Regards,

Srinivas Kandula

EVP & Chief People Officer

IGATE Global Solutions Limited, Registered Office: Level - II, Tower 3, Cybercity, Magarpatta City, Hadapsar, Pune 411 013,
India T: +91-20-3984 2000 | F: +91-20-3984 2082 | www.IGATE.com

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Salary Annexure

Employee Code: **821219**
Employee Name: **Vaishali Srivastava**
Effective Date: **April 01, 2015**

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	19,640	Leave Travel Allowance	19,644
House Rent Allowance	9,820	Co's contribution to Prov Fund	29,724
Dearness Allowance	1,000	*Variable Pay (@ 100% Payout)	78,552
Personal Allowance	24,863	Group Gratuity Scheme	11,916
Food Allowance	1,100	**Insurance Premium	4,500
Conveyance Allowance	1,600		
Medical Reimbursement	1,250		
Ex-gratia	700		
Monthly Gross	**59,973**	**Annual CTC**	**8,64,012**

*The actual pay out of variable pay component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.

**Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Group Medical Insurance as per existing policy which is subject to change on renewal during July each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.

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