



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com
CIN: U72200KA1990PTC019138

TCT\BLR\203040

January 1, 2019

Mr. Subbanarasa Reddy Puttana
Associate Consultant
CGI

Dear Subbanarasa,

On behalf of the management team, I would like to extend my sincere appreciation for your valuable involvement and contribution.

Based on your performance and assessment from your reviewing manager, the revised Gross Compensation effective **January 1, 2019** is as follows:

Pay Components	Monthly (INR)	Annual (INR)
Basic (Inclusive of D.A.)	80,000	960,000
House Rent Allowance	40,000	480,000
Flexible Compensation Plan	88,904	1,066,848
Base Compensation	208,904	2,506,848
Provident Fund <i>Company Contribution</i>	9,600	115,200
Gratuity Fund Contribution	3,848	46,176
Gross Compensation	222,352	2,668,224

In addition to the above you are eligible for:

- Company contribution towards Share Purchase Plan (SPP) upto 3.0% of your Base Compensation; matching your contribution
- Profit Participation Plan (PPP) at 2.0% of your Base Compensation; subject to BU performance
- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

All other terms and conditions of your employment remain unchanged and you are expected to abide by the applicable rules and regulations. Matters related to your compensation are strictly confidential between you and the company, and therefore should be treated as such.

I take this opportunity to thank you for your commitment and I am certain that your contributions and continued commitment to CGI will help us scale greater heights.

Yours sincerely
**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

Vani Sharma
Vice President Corporate Services
Human Resources