CGI

CGI Information Systems and Management Consultants Pvt. Ltd.
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TCT\BLR\203040   **December 31, 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 01, 2020** is as follows:

Pay Components	Monthly (INR)	Annual (INR)
Basic (Inclusive of D.A.)	86,000	1,032,000
House Rent Allowance	43,000	516,000
Flexible Compensation Plan	94,460	1,133,520
Base Compensation	**223,460**	**2,681,520**
Provident Fund *Company Contribution*	10,320	123,840
Gratuity Fund Contribution	4,137	49,644
Gross Compensation	**237,917**	**2,855,004**

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