

P.S. No. : 10603121

August 24, 2017

Name : Mamidi Pavana Sasikanth

**Subject: Promotion & Compensation Revision**

Dear Colleague,

Addendum to the letter dated 7th July 2017.

Congratulations!!!

Based on your performance and association with the company, we are pleased to inform you that your compensation has been revised effective 1st July 2017.

Your grade effective 1st July 2017 will be **A12**.

We take this opportunity to thank you for your contribution to the company and hope you will continue your commitment and contribute with renewed dedication for the growth and success of the company.

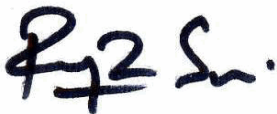
All matters related to compensation are between you and the company and it is expected that you will maintain strict confidentiality about the same.

All terms and conditions of your employment remain unchanged.

With Best Wishes,

Yours truly,

For Larsen & Toubro Infotech Ltd.



**Dr. Rajesh Savé**  
Global HR Head

**Larsen & Toubro Infotech Ltd.**

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A Larsen & Toubro  
Group Company



### Salary Card

<b>Name</b>	: Mamidi Pavana Sasikanth	<b>Grade</b>	: A12
<b>P.S. No.</b>	: 10603121	<b>Date</b>	: July 1, 2017
<b>Components</b>	<b>Rs. p.a.</b>	<b>Rs. p.m.</b>	
<b><u>Monthly Remuneration</u></b>			
Basic			14,597
Bouquet of Benefits (BoB)			29,434
Monthly Performance Pay (MPP)			7,500
<b>Sub Total (A)</b>	<b>618,372</b>	<b>51,531</b>	
<b><u>Deferred Benefits</u></b>			
Provident Fund (PF)			1,752
Gratuity			702
<b>Sub Total (B)</b>	<b>29,448</b>	<b>2,454</b>	
<b>Total (A+B)</b>	<b>647,820</b>		
Annual Incentive (AI)	61,980		
<b>Sub Total (C)</b>	<b>61,980</b>		
<b>Total (A+B+C)</b>	<b>709,800</b>		
Mediclaime Premium	4,140		
<b>Grand Total</b>	<b>713,940</b>		
<b><u>Annual Incentive (AI):</u></b> Your Maximum Annual Incentive is Rs. 61,980/-. Payment will be made as per the 'Annual Incentive Scheme' of the company, to employees who are on rolls of the company as on 1st July of the following year. This condition does not apply to employees who complete 3 years of continuous service in the company. The actual amount of incentive payable will depend upon your performance and the period served by you in the financial year. This amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments thereto.			

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**Medical Insurance / Premium:**

Mediclaime Premium amount will be based at actuals.

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 1,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

**Notes:**

- PF and leave encashment will be calculated based on Basic and special allowance( if any ), as per the rules.
- The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution.
- Gratuity will be calculated based on Basic, as per the rules.
- Monthly Performance Pay (MPP) will be reviewed annually and its continuity will be based on your performance. For details refer to MPP policy on INSIGHT.
- Employees on overseas deputation will be paid only those allowances as mentioned in Overseas Deputation Note.

Following are the components applicable to you under **Bouquet of Benefits(BoB)**.

Components	Limits	Remarks
House Rent Allowance (p.m.)	10% - 50% of basic	Mandatory
Conveyance Allowance (p.m.)	Rs. 1,600/-	Optional
Medical Allowance (p.m.)	Rs. 1,250/-	Optional
Education Allowance (p.m.)	Rs. 200/-	Optional
Leave Travel Allowance (p.a.)	Rs. 15,000/-	Optional
Meal Allowance (p.m.)	Rs. 1,210/-	Optional
Hostel Expenditure (p.m.)	Rs. 600/-	Optional

- Balance amount under Bouquet of Benefits(BoB) will be paid as Adhoc Allowance per month and will be fully taxable.

- You are required to declare your options under Bouquet of Benefits(BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits(BoB) are available on Insight under HR -> Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered/withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the company as may be applicable from time to time.