



## Emergys Software Private Limited

CIN No: U72200TN2000PTC045261  
E-MAIL ID: india@emergys.com

Ref: ESPL/HR-15-16/005  
Date: April 6, 2015

To,  
**Mr. K. Thanga Raj**  
Project Manager

### Sub: Your Compensation for FY2015-16

Dear K. Thanga Raj,

We are pleased to inform you that your compensation has been revised with effect from April 1, 2015. The revised compensation will apply for the Financial Year 2015-16 beginning April 1, 2015, through FY2015-16 ending March 31, 2015.

Your compensation includes a fixed component and a variable component that is summarized in this letter. Your annual compensation details will be shared with you separately in the next 10 business days.

#### 1. Grade/Place of Work

Your employment grade is **Project Manager**. Your designated place of work is Emergys India HQ at Greeta Towers, Perungudi, Chennai.

#### 2. Annual Compensation Summary

Fixed Component	Rs.9,70,830/-
Variable Component	Rs.1,07,870/-
<b>Total Compensation</b>	<b>Rs.10,78,700/-</b>

#### 3. Termination

Either party will be allowed to terminate the contract of employment by giving **two months** notice in writing, subject however to the Company's right to pay salary in lieu thereof.

Breach on your part of any terms and conditions of the employment contract (as per your appointment letter or the terms contained in this letter) or any other rules made applicable to you in respect of your employment with us will entail termination of your employment without notice and without any salary in lieu of notice period. Your employment can be terminated by the Company without any notice or payment of any