



## Emergys Software Private Limited

Ref: ESPL/HR-1415/077

Date: 25<sup>th</sup> July 2014

To,

Mr. K. Thanga Raj,

**Sub: Increment Letter**

Dear K. Thanga Raj,

We take this opportunity to congratulate you, and express our appreciation for your valuable contribution in achieving company objectives. We are confident that you will continue the good work in the same spirit of commitment and sincerity and grow with our organization.

Consequent to the review of your performance during the period from 1<sup>st</sup> April 2013 to 31<sup>st</sup> March 2014, we take great pleasure in sharing with you your revised package for the current year, which will be **Rs.720000/-** (Seven Lakhs Twenty Thousand Only) Per Annum w.e.f 1<sup>st</sup> April 2014. In addition to this we are bringing in the half yearly variable pay concept starting from Oct 2014 to March 2014.

Emergys is globally standardizing job titles and bands with a clear career growth path for each member of the organization. You will be designated as **Senior Analyst** with effect from April 1, 2014. A separate communication will follow this letter shortly detailing your roles & responsibilities, your reporting manager and the performance KRA's for the FY 2014-15.

**All the other terms and conditions remain unchanged as per your appointment letter.**

We look forward to your valuable contributions and wish you all the very best for a successful and rewarding year ahead.

**Please sign the duplicate copy of this letter as a token of acceptance of the same.**

With Best Wishes.

Yours Sincerely,

For Emergys Software Private Limited,

Accepted

Aparna Gopalakrishnan  
Vice President – Finance

Signature & Date

Place: Chennai