



1st Apr, 2018

Mr. Narayana Swamy Velanati
GIS Engineer,
RMSI (Hyderabad-SEZ).

Dear Narayana Swamy Velanati,

We are pleased to inform you that based on your annual performance review, your gross monthly compensation has been revised to Rs. 19,211/- with effect from 1st Apr, 2018.

The details of your revised compensation are enclosed in **Annexure-I.**

The performance bonus for FY'18 amounts to Rs. 15,865 /-.

This communication regarding your compensation and employee benefits supersedes all previous communication on the subject. Please note that any information related to your compensation is strictly confidential and hence we request you to treat the same accordingly.

Your revised compensation would be effective after the submission of your on-line acceptance of this letter. The other terms and conditions of your appointment will remain unaltered and you will be governed by the policies of the organization as per your designation.

We trust that you will strive towards contributing your best to the organization.

With Best Wishes,

Gagan Jyot
Vice President, Human Resources
RMSI Private Limited

I accept the revised compensation & performance bonus and reconfirm my adherence to company policies and all employment terms including confidentiality and non disclosure.

Compensation with effect from 1st Apr, 2018

	Break-up/month (in Rs.)	Break-up/annum (in Rs.)
Basic	6,800	81,600
HRA	3,400	40,800
Special Allowance	3,794	45,528
Statutory Bonus	1,360	16,320
Performance Pay**	2,125	25,500
Accidental Insurance (Employers Contribution)	86	1,032
PF (Employers Contribution)	816	9,792
ESIC (Employers Contribution)	830	9,960
Gross Compensation	19,211	230,532

**This is the annual performance bonus component of the salary, which will be paid on a monthly basis effective 1st Apr, 2018

This compensation and performance bonus will be subject to various deductions under Provident Fund, Income Tax and ESI (wherever applicable).