

Revision Letter

Karthi V

Emplid: **204412**

Dear **Karthi V**,

We are pleased to inform you that effective **August 26, 2014** your compensation has been restructured. This restructuring is due to recent amendment in PF act. The details of the compensation are annexed.

All the other terms and conditions of your appointment remain same.

We appreciate the efforts put in by you and expect that you would continue to do so in the future.

Yours sincerely,



Biprajit Roy Choudhury

Sr. Director & Head – India Corporate HR

Annexure

Details of Monthly and Annual Cost to the Company	
Full Name	Karthi V
Designation	Sr.Specialist - Resource Plann
WEF	26-Aug-2014

<u>Components</u>	<u>Rs. Per Month</u>	<u>Rs. Per Annum</u>
Fixed Pay (A)		
Basic Salary	7,041	84,492
House Rent Allowance	3,521	42,246
Bonus	1,408	16,898
Medical Reimbursement	1,250	15,000
Special Allowance / Choice Pay	5,878	70,530
Skill Based Pay (B)		
Skill Based Pay	750	9,000
Gross (A + B)	19,847	238,166
Variable Pay (C)		
Performance Incentive		33,000
Statutory Benefits and Insurance (D)		
Employer's Contribution to PF	1,800	21,600
Gratuity	339	4,062
Insurance	264	3,171
Cost To Company (A+B+C+D)		300,000
Net Salary (Gross - PF)	18,047	216,566