

HRD/InfosysBPM/1003354809

February 8, 2022

Mr. Bhimarao Rudragoudar
akshay PG,
Vijay Nagar, Maruti Mandir
Bangalore-560040
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Bhimarao,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Senior Process Executive |
| c) Job Level | : 2A |
| d) Date of Joining | : 11-February-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20833/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. Bhimarao Rudragoudar
Role Designation	Senior Process Executive
Job Level	2A
Date of Joining	11-February-2022
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	14,257
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	15,357
Statutory Components	
Company Contribution to Provident Fund	1,843
Gratuity	739
Bonus	2,894
Sub Total 2	5,476
Gross Salary per month - Sub Total 1+2	20,833
Total Annual CTC	249,996

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.