



KIRLOSKAR COMPUTER SERVICES LTD

February 12, 1993

Mr. E. Senthil Kumaran
279
Jr. Engineer (CAD)
KCSL
BANGALORE

Dear Senthil Kumaran,

We have reviewed the existing compensation structure and the need for adjustment for the increase in the cost of living. A few specific changes are required to be made in our existing structure that would make KCS follow a policy of "Pay for Performance". Certain elements of our existing compensation package have to be rationalised to be in line with industry.

You would appreciate that software industry is at present very competitive and it has become crucial to bring out the best in people. In view of this, we have restructured our compensation package.

We are pleased to inform the revised compensation as applicable to you effective Jan 1, 93.

Salary (Basic & DA)	: Rs. 2320 per month
Salary Range	: 1500 - 4100
House Rent Allowance	: Rs. 350 per month
Conveyance Allowance	: Rs. 500 per month
Adhoc Allowance	: Rs. 150 per month
Provident Fund	: 10% of Salary per month
(Company's contribution)	

Effective April 1, 93 Leave Travel Assistance/Medical Expenses reimbursement schemes will be modified as follows :

Leave Travel Assistance : Reimbursement of actual expenses upto a maximum of 5% of your annual Salary per year.

Medical Expenses : Reimbursement of actual expenses upto a maximum of 12.5% of your annual Salary per year.

..2/-

Reimbursement for adhoc allowance, leave travel assistance and medical expenses will be made in accordance with the rules of the scheme as applicable to your category of employees in the company.

Your growth is directly related to your performance and the overall growth of the organisation. I am certain that you will contribute your best to achieve the company's objectives and thereby your career goals.

Looking forward to the pleasure of working with you over the years.

Yours sincerely,



S. A. MAHAJAN
GENERAL MANAGER - SYSTEMS

E. SENTHIL KUMARAN
EMPLOYEE NO 279
JR. ENGINEER (CAD)

COMPENSATION DETAILS

MONTHLY	EXISTING Rs.	REVISED (w.e.f.1.1.93) Rs.
BASIC & D.A.	2,318	2,320
H.R.A.	200	350
CONVEYANCE ALLOWANCE	490	500
ADHOC ALLOWANCE		150
TOTAL	3,008	3,320
ANNUAL BENEFITS (PRO-RATA PER MONTH)		
L.T.A. *	193	116
MEDICAL *	193	290
BONUS	133	133
RETIREMENT		
PROVIDENT FUND	232	232
GROSS TOTAL	3,759	4,091

* AS APPLICABLE