

October 14, 2021

Private & Confidential

Abhishek V  
EID: 300197

Dear Abhishek,

Congratulations!!!

You have been a valuable member in VFI SLK's incredible journey of 2 years and we value your performance during the year 2020-21.

We appreciate and thank you for your contribution during the last year and are happy to inform that in recognition of your contribution, your compensation has been revised with effect from October 01, 2021. The details are given in the Annexure.

We are on a growth journey to drive our future course. We encourage you to take on the various opportunities this journey offers to further enhance your career at VFI SLK. We believe that you will continue to learn, innovate, and win at VFI SLK and contribute to take our organization to greater heights of success.

Wishing you the freedom to succeed!

Warm Regards,



**Dhirendra Nath**  
Chief Human Resource Officer

**Regd. Office:** VFI SLK Global Services Pvt. Ltd., VFI SLK SEZ UNIT, 3rd Floor, Tower A, Amin Properties LLP SEZ, Sy nos. 19.20/1, 20/2, Poojanahalli, Devanahalli, Bangalore - 562 110.

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## Annexure

Abhishek V

EID: 300197

Revised Annual Compensation Package with effective from October 01, 2021.

A. Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount
Basic + VDA	180000	220000	
House Rent Allowance	72000	88000	
Statutory Bonus	32760	32760	
Flexi Benefit Plan (FBP)*	52246	52246	
Ad hoc Allowance	52734	119390	
<b>Total (A)</b>	<b>389740</b>	<b>513020</b>	
<b>B. Retirals &amp; Benefits</b>			
Company contribution to Provident Fund	21600	26400	
Company contribution to Gratuity Fund	8660	10580	
<b>Fixed Salary (A+B)</b>	<b>420000</b>	<b>550000</b>	
<b>COST TO COMPANY (CTC): (A+B+C)</b>	<b>420000</b>	<b>550000</b>	
<b>D. Special Recognition Bonus</b>			
SRB***	0	200000	
<b>Total CTC</b>	<b>420000</b>	<b>750000</b>	<b>330000</b>

\* FBP gives you a flexibility to design your salary structure to make it tax friendly. Within the FBP amount you can claim against various specified expenses. ESC Mediciam & GPA Insurance is part of FBP

\*\* Performance pay is a variable pay plan, paid as per the company policy.

\*\*\* SRB is paid as per the terms and conditions provided in the attached Annexure. On completion of SRB period your total amount of SRB will get merged with CTC. Please acknowledge the SRB annexure.



**Dhirendra Nath**  
Chief Human Resource Officer

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October 14, 2021.

**Private & Confidential****Abhishek V**  
**EID: 300197**

Dear Abhishek,

VFI SLK Software strives to pay competitive compensation to reward employees with superior performance and encourage them to set higher performance goals for themselves. As a token of appreciation and recognition, we are pleased to inform that you have been chosen for a **"Special Recognition Bonus"**. We value your contribution to the success of our business and to re-enforce that you have the potential to make a significant impact on our future growth.

In consideration, we are offering you the Special Recognition Bonus as outlined below:

Payouts	Amount
October 21	200000

- The **"Special Recognition Bonus"** amount will be merged to your CTC on completion of 12 months (with effect from October 1, 2022)
- This amount shall be part of your total taxable income and applicable tax shall be deducted on the amount paid.
- In the event of your separation from VFI SLK for any reason before 12 months from the effective start date of the bonus payment (October 1, 2021), you agree to pay back VFI SLK the amount you have received as Special Recognition Bonus.
- This information is confidential and should not be disclosed for any reason.

Wishing you the Freedom to Succeed!

Warm Regards,

**Dhirendra Nath**  
**Chief Human Resource Officer****Acknowledgement**

As an Employee, I acknowledge that I have read and understood the clauses of this letter. I agree to strictly abide by the conditions of this letter.

Employee Name : \_\_\_\_\_

Employee ID : \_\_\_\_\_

Employee Signature : \_\_\_\_\_

Date : \_\_\_\_\_