



Anil Nalawade
Sr. Team Member - R&D
Grade: F2

Date: 14-June-2021

Annual appraisal for the year 2020-2021

Dear Anil

You are aware that year 2020 – 2021 has been a year where the pandemic, has not only affected the lives of humans but also impacted the business world in a great way. However, inspite of these challenging and uncertain times, we have made good endeavours and have been able to perform satisfactorily on most of the business parameters.

The coming year would demand more focussed & synchronised team efforts from all of us with major focus on accelerated top and bottom line growth through, technology up gradation & innovation in product development, agility and responsiveness, entry to new market / territory and quality and cost competitiveness which will make GIC a leading organization in the field of industrial automation.

I take this opportunity to appreciate the hardwork and support given by you in achieving the organizational objectives. Based on your "Performance Appraisal" report, we are happy to inform that the management has considered you for a **promotion** as **Sr. Engineer - R&D(E3)** and revise your CTC to **Rs. 717413 /-** per annum w.e.f. **1-April-2021.**

The revised compensation package has been customized for you taking into consideration your performance, market correction.

Your compensation is confidential hence any discussion or disclosure of the same with anybody other than your department head or HR will be considered as breach of agreement. Your compensation package is unique to you and not for comparison with other employees of the company. All the other terms and conditions as mentioned in your appointment letter remain unchanged. The details of your salary are attached herewith as Annexure-I.

We are confident that, with this gesture of Management in recognition of your contribution, and with an expectation of your meeting future challenges, you will further strive to excel in your sphere of activity.

We look forward to your increased contribution to the Company's growth journey.

Wishing you a rewarding career in GIC.

Yours Sincerely,
For General Industrial Controls Pvt Ltd.

Ojas Chordiya
Jt. Managing Director



Anil Nalawade
Sr. Team Member - Sr. Team Member
Grade: F2

Salary Annexure – 1

Components	Current CTC (as on 31-Mar-21)	Revised CTC (w.e.f. 1-Apr-21)
Basic	7604	9427
DA	0	5
HRA	3042	3771
Conveyance	1600	1600
Telephone	2000	2000
Education	200	200
LTA	1901	2357
Special	21671	27776
Gross per month	38018	47131
PF @ 12%	23400	21600
Gratuity*	4387	5439
ESIC	0	0
Bonus	16800	16800
Retention Pay*	0	108000
PLI *	0	0
CTC per annum	500803	717413

Note:

*Gratuity is payable on completion of 5 years of continuous services in the organization.

*Retention pay (wherever applicable)

- a) will be paid for the financial year at the end of first quarter of subsequent financial year.
b) Retention pay will be paid based on individual performance, i.e. rating 3 and above.

*PLI (wherever applicable) will be paid as per PLI policy.

Yours Sincerely,
For General Industrial Controls Pvt Ltd.

Ojas Chordiya
Jt. Managing Director