

29-Jul-2024

ARYAN GUPTA  
HM0011897  
PDES

Dear Aryan,

Thank you for being an integral part of our growth from 17-Aug-2023.

We are happy to inform you that your compensation is being revised.

Your compensation applicable to you at competency level **C1 (SOFTWARE ENGINEER)** has been revised from INR **420,000** to INR **446,900** effective from **01-Jul-2024**. The revised compensation applicable to you is as per the annexure enclosed.

Please accept my heartiest congratulations on this increase.

We wish you a long, successful and happy career with Happiest Minds.

With warm regards,



Sachin Khurana  
Chief People Officer

**Annexure**  
**Breakup of Compensation - REVISED**

ARYAN GUPTA  
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PARTICULARS	Amount in INR (Annual)
<b>Fixed Components</b>	
Basic Salary	201,600
Flexible Expense Plan (FEP)	165,914
Fixed Bonus	33,518
<b>Total of Fixed Components (A)</b>	<b>401,031</b>
<b>Retiral Benefits</b>	
Provident Fund	24,192
Gratuity	9,677
<b>Total of Retial Benefits (B)</b>	<b>33,869</b>
<b>Other Benefits</b>	
Group Insurance Premium	12,000
<b>Total of Other Benefits (C)</b>	<b>12,000</b>
<b>Total of Cost to Company (A+B+C)</b>	<b>446,900</b>

With warm regards,



Sachin Khurana  
Chief People Officer