

Savista Global Solutions Pvt. Ltd.

(Formerly known as nThrive Global Solutions Pvt Ltd)
2nd floor, Tower 5, Candor Techspace,
Sector-62, Noida, UP - 201 309, INDIA
Tel +91 120 6746 6666
www.SavistaRCM.com
CIN:U85100DL2003PTC334212



Date: March 27, 2023

Dear Avtar,

Thank you for delivering a strong 2022. It was a year where we brought in several new clients & continued to delight & grow with some of our oldest clients. We also partnered with many of our customers on their key initiatives that were critical to their success. The feedback from our clients continues to be the same, they love working with us & the value that we bring to them.

2022 was also a year when we came back to office after nearly two years. I personally loved seeing our workplaces buzzing with energy & connecting with you all in person again.

In 2023, we will be focusing on further strengthening the bonds with our clients, onboarding new clients faster & also building our expertise in new scopes of work. A big thrust area is going to be working with you all to harness the deep knowledge that all of you have collectively gathered over the years & creating a knowledge management system.

As always, we stay deeply invested in further developing your domain as well soft skills, so I encourage you all to actively participate in all the learning programs that we have on offer for you.

This year too, I look forward to interacting with many more of you. You are what makes this place Savista!

Wishing you all success & personal well-being.

Regards

Divas Chawla

Chief Global Officer & MD

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Date: March 27, 2023

Colleague Name: Avtar Raghav

Colleague ID: 56841

Designation: Business Analyst

Band & Grade: 6/2

Department: Business Intelligence

Sub: Performance Review - 2022

Dear Avtar,

We have concluded the performance appraisal review for 2022. Based on your performance and overall feedback; we are pleased to revise your compensation from **INR 4,76,402/- to INR 4,93,277/-** Per Annum with effect from January 01, 2023.

The breakup of your revised compensation is given in **Annexure - I** enclosed with this letter.

All other terms and conditions of your employment will remain unchanged.

We look forward to your continued contribution to the organization.

For Savista Global Solutions Private Limited

Sandeep Kumar

Associate Director, Human Resources

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Annexure – I

Name: Avtar Raghav
Colleague ID: 56841

Designation: Business Analyst
Band/Grade: 6/2

Salary Components (A)	Monthly (INR)	Annual (INR)
Basic	11,672	1,40,063
House Rent Allowance	5,836	70,032
Other Allowance	17,037	2,04,448
Bonus	2,000	24,000
Gross Salary (A)	36,545	4,38,543
Reimbursement Components (B)	Monthly (INR)	Annual (INR)
Food Card	-	-
Sub Total (B)	-	-
Other Components (C)	Monthly (INR)	Annual (INR)
PF	1,800	21,600
Gratuity	561	6,734
Sub Total (C)	2,361	28,334
CTC (A+B+C)	38,906	4,66,877
Shift Allowance (D)	2,200	26,400
Total Compensation (A+B+C+D)	41,106	4,93,277
Deductions from Gross Salary (A)		
Employee Contribution to PF	1,800	21,600
Professional Tax	As per applicable Acts	
Income Tax	As per the Income Tax Act 1961 and amendments thereto	

The above changes are subject to company policy, please note that your compensation is personal to you and you are requested not to share details of the same with others.

For Savista Global Solutions Private Limited

Sandeep Kumar
Associate Director, Human Resources