

**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](http://www.SavistaRCM.com)

CIN:U85100DL2003PTC334212



Date: March 20, 2024

Dear Avtar,

We had another successful year in 2023. Thank you for your hard work that made it happen.

Last year, we experienced significant growth with some of our biggest clients. This shows the confidence that our clients have in our delivery capability & our deep understanding of their business. They truly see us as partners who work with them to meet their business goals.

In 2024, our focus is going to be on aligning our quality processes better with client outcomes & creating a culture of process improvement where you all will play a pivotal role. This also has to be a year where we get into the habit of doing things first time right. This will truly set us apart from all our competitors.

I'm also committed to connect better with you all to make this a place that you feel happy & energised about coming to work to. As Savista we'll continue to be deeply invested in your all round development, so I expect you to stay curious & hungry for knowledge.

I look forward to achieving many new milestones with you in this year as we continue to build a strong Savista.

Regards

Divas Chawla

Chief Global Officer & MD

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Date: March 20, 2024

Colleague Name: Avtar Raghav

Colleague ID: 56841

Designation: Business Analyst

Band & Grade: 6/2

Department: Business Intelligence

**Sub: Performance Review - 2023**

Dear Avtar,

We have concluded the performance appraisal review for 2023. Based on your performance and overall feedback; we are pleased to revise your compensation from **INR 4,93,272/- to INR 5,42,294/-** Per Annum with effect from January 01, 2024.

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**

<b>Salary Components ( A )</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
Basic	12,897	154,768
House Rent Allowance	6,449	77,384
Other Allowance	19,225	230,701
Bonus	2,000	24,000
<b>Gross Salary ( A )</b>	<b>40,571</b>	<b>486,853</b>
<b>Reimbursement Components ( B )</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
Food Card	-	-
<b>Sub Total ( B )</b>	<b>-</b>	<b>-</b>
<b>Other Components ( C )</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
PF	1,800	21,600
Gratuity	620	7,441
<b>Sub Total ( C )</b>	<b>2,420</b>	<b>29,041</b>
<b>CTC ( A+B+C )</b>	<b>42,991</b>	<b>515,894</b>
Shift Allowance ( D )	2,200	26,400
<b>Total Compensation (A+B+C+D)</b>	<b>45,191</b>	<b>542,294</b>
<b>Deductions from Gross Salary ( A )</b>		
<b>Employee Contribution to PF</b>	<b>1,800</b>	<b>21,600</b>
<b>Professional Tax</b>	As per applicable Acts	
<b>Income Tax</b>	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**