

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: 22 March 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: 22 March 2024

Colleague Name: Avtar Raghav

Colleague ID: 56841

Designation: Business Analyst

Department: Business Intelligence

Band & Grade: 6/2

Sub: Promotion – 2023

Dear Avtar,

We have concluded the performance appraisal cycle for 2023 and based on your performance and overall feedback, we are pleased to promote you as “**Senior Business Analyst**” under **Band-6 Grade 3** and your annual compensation has been revised to **INR 565,638/-** per annum with effect from 01 April 2024.

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

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

We look forward to your continued contribution to the organization.

For Savista Global Solutions Pvt Ltd

Ritu Mahajan

Senior Vice President, Human Resources

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**Annexure I**

Colleague Name: Avtar Raghav

Designation: Senior Business Analyst

Colleague ID: 56841

Band/Grade: 6/3

Salary Components (A)	Monthly (INR)	Annual (INR)
Basic	13,481	161,771
House Rent Allowance	6,741	80,886
Other Allowance	20,267	243,204
Bonus	2,000	24,000
Gross Salary (A)	42,488	509,861
Other Components (B)	Monthly (INR)	Annual (INR)
PF	1,800	21,600
Gratuity	648	7,777
Sub Total (B)	2,448	29,377
CTC (A+B)	44,937	539,238
Shift Allowance (C)	2,200	26,400
Total Compensation (A+B+C)	47,137	565,638
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 Pvt Ltd

Ritu Mahajan

Senior Vice President, Human Resources