

Strictly Confidential

Date: 29-May-20

Subject: Performance and Compensation Review FY19-20

Dear Bharat,

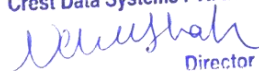
Thank you for being part of Crest Data Systems and playing a key role in the success of the company. We truly appreciate your efforts and would like to congratulate you for your hard work, enthusiasm and dedication in meeting the organization's objectives.

We are extremely pleased to inform you that your salary has been revised to **Rs 5,40,000 (Rupees five lacs forty thousand only)** and you have been promoted to **"Software Engineer, E2"** effective from 1-April-2020.

We would like to request you to treat all the information in this letter as highly confidential.

Congratulations & Thank You for being part of Crest Data Systems!

Yours sincerely,

Crest Data Systems Pvt. Ltd.

Director

Neha Shah
Director, Crest Data Systems Pvt. Ltd.

Bharat Vaghela

The breakup of your compensation as follows effective 1-April-2020:

Name:	Bharat Vaghela	
Title/Designation:	Software Engineer	
Date of Joining:	01-May-19	
Salary Structure (INR Rs.)	Annual	Monthly
Salary		
Basic Salary	2,26,800	18,900
House Rent Allowance (HRA)	97,200	8,100
Leave Travel Allowance (LTA)	30,000	2,500
Night Shift Allowance	-	-
Food Coupons	-	-
Books & Periodicals	6,000	500
Telephone/Internet Allowance	6,000	500
Motor Car Allowance	10,800	900
Special Allowance	1,30,691	10,891
Gross salary	5,07,491	42,291
Statutory Benefits		
Company's Contribution to PF	21,600	1,800
Company's Contribution to ESIC	-	-
Gratuity *	10,909	909
Total CTC	5,40,000	45,000
Deductions		
Professional Tax	2,400	200
Provident fund	21,600	1,800
ESIC	-	-
TDS**	13,779	1,148
Net Salary	4,69,712	39,143

* An individual is eligible to receive the gratuity once he/she has completed 4 years and 240 days of service with the company

** TDS is calculated based on the new simplified Tax regime but your TDS deductions may vary depending on the declarations submitted