



USEReady Technology Pvt. Ltd.

#17/4C, Maruthi Chambers, Main Building,
North Wing, 1st floor, Hosur Main Road,
Bangalore. Karnataka– 560068

www.useready.com

CIN: U721600KA20006PTC040252

PRIVATE & CONFIDENTIAL

April 25, 2022

Employee Name: Chandra Bhaskar

Emp No: UR0311

Dear Chandra Bhaskar,

In recognition of your performance and contribution to the organization, we are pleased to revise your compensation as part of organisation's Annual Performance Review process.

Effective April 01, 2022, your Total Cost to Company (TCTC) stands revised to **INR. 3000250 /-** from the previous total TCTC of **INR. 2750000 /-**. In addition, you are promoted as **Lead Engineer-Associate level III**.

A detailed break-up of the revised compensation is shown in Annexure – 'A' below. All other terms and conditions of your service remain unchanged.

Please note that the details in this communication are confidential and you are requested not to share the same with others.

We take this opportunity to congratulate you and look forward to your continued contribution.

Yours faithfully,

For USEReady Technology Pvt. Ltd.

A handwritten signature in blue ink, appearing to read "Biswambhar Kar", with a stylized flourish at the end.

Biswambhar Kar

General Manager - India Operations

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ANNEXURE 'A': REVISED COMPENSATION DETAILS

COMPONENT CATEGORY	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	1,12,852	13,54,228
House Rent Allowance	45,141	5,41,691
Basket of Allowance	67,711	8,12,537
TOTAL FIXED BASE PAY (I)	2,25,705	27,08,455
RETIRALS & OTHER BENEFITS (II)		
Gratuity	6,015	72,180
Company's Contribution to PF	1,800	21,600
Life & Medical Insurance Premium Contribution#	1,500	18,000
GROSS TOTAL COMPENSATION (A) - (I+II)	2,35,020	28,20,235
INCENTIVE (B)*		
You are eligible for annual performance incentive based on your individual contribution to company's growth and company's overall performance as per company policy		1,80,015
TARGET COST TO THE COMPANY (TCTC) - (A+B)		30,00,250

Indicative Cost. Actual cost varies based on Age number of members etc.

*Indicative figure at 100% KRA Achievement

Note:

1. Annual Performance Bonus*: The annual performance bonus component as part of above TCTC is indicated on assumption of 100% payout for the year. The actual payout will be basis individual contribution and performance as per KRA's set by company.
2. The above bonus is payable subject to employee being active and not serving notice period at time of payment of bonus.
3. TDS is applicable for above incentives as per income tax guidelines.