



Date 15/11/2023

Name : Bikasa kumar Nayak  
Designation : Senior Software Engineer

Dear Bikasa kumar Nayak

As we look forward to FY'24, the biggest opportunity and challenge for us is the pace at which disruption and adoption of new technologies are impacting our world. The future belongs to organization who continue to learn and create value to our customers. We as a company always nurtured the culture of putting our customers first, first time and every time and go on to create a guided journey of exploration to create value in the business we are in.

In this regard it is mandatory for our associate to upskill and reskill to adapt to new technologies.

We have completed the Annual Appraisal process for **FY 23-24**.

We've noticed your dedication and contribution to our organization. And we would like to inform you that your performance rating for FY24 is "**Satisfactory**"

The management is pleased to inform you that as part of Annual Increment, your salary structure has been revised w.e.f. **1<sup>st</sup> October 2023**. This increment reflects your performance and hard work. Your revised CTC structure is enclosed herewith as 'Annexure-A'. In the year ahead, you are expected to perform with a greater zeal and enthusiasm to achieve organizational goals. We are sure that you will prove yourself worthy of the trust and expectation that the management has bestowed on you.

Wishing you all the best for the upcoming assignments and responsibilities.

A handwritten signature in blue ink, appearing to read "Palanivel Subramaniyan".

*Bikasa kumar Nayak*

Palanivel Subramaniyan

Chief Operating Officer

**MKS VISION PVT.LTD**

**Cubicle DC-19, Development Centre, Fourth Floor, TIDEL Park Coimbatore Ltd, ELCOSEZ,  
Aerodrome Post, Coimbatore, 641014.**

**Regd. office: Q3-2F-A2 unit, Cyber Towers, HITECH CITY, Hyderabad-81, Telangana.  
Phone: 91-40-48554784 | [WWW.MKSVISION.COM](http://WWW.MKSVISION.COM)**

**ANNEXURE - A**

**Name** : Bikasa kumar Nayak  
**Designation** :Senior Software Engineer  
**Location** :Hyderabad

Compensation Component	Amount	Yearly
Basic Salary	41280.00	495360.00
HRA	16512.00	198144.00
Special Allowance	45408.00	544896.00
Employer's contribution to PF	1800.00	21600.00
<b>Fixed Component</b>	105000.00	1260000.00
Variable Pay		0.00
<b>CTC - Cost to Company</b>	105000.00	1260000.00

The compensation stated above, and employee benefits supersedes all previous communication on the subject. Please note any information related to your salary is strictly confidential between you and the organization and you are requested to treat the same accordingly. All other terms and conditions remain unchanged, unless intimated otherwise.

- Existing Group health Insurance cover providing, Group Personal Accident Insurance coverage and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.
- Variable payout is Bi-yearly pay out in September & March and is purely based on companies' performance and individual associates' performance which are reviewed on bi-yearly basis.
- MKS Vision Private Limited reserves the right, at any time, as its election and sole discretion to

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Modify, Alter, Replace and Withdraw / terminate any or All of the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by MKS vision as aforesaid shall be effective from the effective date so stated in the policy published by Human resource.

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Palanivel Subramaniyan

Chief Operating Officer

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