

**REVAL ANALYTICAL SERVICES PVT. LTD.**

Office No: B 301-302, 3rd floor, Mayfair Tower I,
KB Joshi Path, Sphurti Society, Wakadewadi,
Shivajinagar, Pune, Maharashtra 411005
Phone No: (91) 020 6910 1006

Date: 30th March, 2022.

Deepak Chaudhari
Trainee Software Developer

Subject: Appraisal Letter

Congratulations!!!

Dear Deepak,

We are pleased to inform you that your salary has been revised with Reval Analytical Services Pvt. Ltd. with effect from **1st April, 2022.**

Your CTC (Cost to Company) has been revised to **Rs. 8, 92, 441 /- (Rupees Eight Lakhs Ninety Two-Thousand Four Hundred & Forty One Only).**

Your designation has been changed to **Jr. Software Developer.**

Appraisal Amount:

The revised compensation package has been customized for you taking into consideration your performance, company policies, tenure and related factors. The employee will not be allowed to resign from Reval, for 3 Months effective from the date of appraisal, contrary to which, the company reserves the rights to revoke the offer, and recover the hike amount paid from the full and final settlement. In such circumstances, the company will not be obliged to issue the relieving letter with the changes with respect to CTC or designation.

****PLC:** The Performance Linked Compensation will be totally based upon individual's performance and will be paid quarterly.

Confidentiality:

Matter of your compensation is confidential information of the company. Your compensation or appraisal is unique to you and not for comparison with other employees of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement, which may lead to disciplinary action up to and including immediate termination of the employment.

All the terms and conditions remain unchanged.

Regd Office:

22 Mangalwadi, Senapati Bapat Marg,
Pune 411016, Maharashtra, India

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Email Id: contact@revalanalytics.com

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Salary Break up is as follows:

Basic Components (A)	Per Month (In Rs.)	Per Annum (In Rs.)
Basic	32,768	3,93,216
HRA	13,107	1,57,284
Medical	3,932	47,184
Transport	2,621	31,452
LTA	3,277	39,324
Uniform Allowance	3,277	39,324
Fuel & Maintenance	1,966	23,592
Telephone Allowance	1,966	23,592
Professional Development Allowance	2,621	31,452
Gross Total	65,535	7,86,421
Performance Linked Compensation (B)		
PLC**	5,460	65,515
Retirement Benefits (C)		
PF - Company's Contribution	1,800	21,600
Gratuity *** (1 yr)	1,575	18,905
Total	3,375	40,505
Cost to Company	74,370	8,92,441
Deduction (D)		
PF- Employee's Contribution	1,800	21,600
Professional Tax	200	2,400
ESI	-	-
Total	2,000	24,000
Monthly Earning	72,370	8,68,441

*****Eligibility Criteria for Gratuity Payment: According to the Payment of Gratuity Act 1972, Gratuity is paid only to an employee who resigns after working for 5 years with a single employer.**

*Please note that above structure is subject to change in lieu to change in company policy and income tax rules. All benefits are as per company policy, which are subject to change from time to time**

Congratulations and wish you all the success!!

For Reval Analytical Services Pvt. Ltd.



Mr. Prasanna Walimbe
Director