

26th July 2024

1008578 | 2024 | April

Dear Ganya H T,

Congratulations!

Over the last 8 years, we have transformed from a single competency to a multi competency organisation with deep banking domain expertise. Our digital, data and core banking product competencies now contribute 55 % of our revenue, while our assurance competency accounts for the remaining 45%. Through our well-established customer centric delivery, engagement and account management structures, process and leadership, we have established a 15% CAGR over the past four years, despite the low customer IT spend.

We are now set to move into the promising mid-sized 'banking only' technology service provider segment, with USD 200 million in revenues by 2028. This involves:

- Building deep expertise in retail, lending, cards, payments and wealth technologies
- Scaling customer experience, process excellence, AMS reengineering, regulatory and assurance service lines
- Expanding our client footprint and reach in the US region through sales, partnership and acquisitions

This remarkable progress would not have been possible without the drive, commitment, care, and integrity you bring to work and to every customer interaction.

I am very happy to inform you that, based on the performance review of your past contributions and the potential you hold, you have been redesignated as **Junior SDE**. Your compensation is being revised to **INR 6,55,000** per annum with effect from **1st April 2024**. Please refer Salary Annexure for more details. Your next performance review is due to happen in **April 2025**.

Looking into the future, the strategic priorities continue to remain highly relevant. In order to accelerate our progress, we have evolved a 3 layered operating model based on two principles. First, providing dedicated leadership to a given set of strategic priorities rather than leaders focusing across all the priorities. Second, expanding role of revenue, delivery and engagement leaders from single service to multi service.

Realization of our aim depends on our ability to continuously build capabilities in banking technologies, develop demonstrable accelerators in new age technology areas such as AI, cloud and automation and strengthen our culture of high energy, camaraderie and commitment to customer success.

As always, I am counting on your leadership and support.

Regards,



Sandeep Sekar
Vice President

Maveric Systems Limited (Head Office & Regd. Office) :

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Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

Salary Annexure

Employee ID : 1008578
Name : Ganya H T
Level : L2
Designation : Junior SDE

CTC BREAKUP	
COMPONENTS	ANNUAL IN INR
EARNINGS	
Basic	2,62,000
House Rent Allowance	1,31,000
Conveyance Allowance	19,200
Medical Allowance	15,000
Special Allowance**	1,77,426
Annual Gross Salary	6,04,626
CONTRIBUTIONS	
Insurance Premium^^	6,338
Gratuity	12,596
Company's Contribution to PF	31,440
Total	50,374
Annual CTC	6,55,000
Employer Insurance Premium^^	3,665
Total Cost to the Company (TCC)	6,58,665

Statutory Bonus* - Applicable where monthly Basic is upto INR 21,000.

Special Allowance** - Associates can redistribute the special allowance as per the FBP policy. GreytHR portal will be opened next month and you will be notified in advance.

Insurance Premium^^ - Insurance comprises of Group Medical Insurance coverage (GMC) + Group Term Life Insurance coverage (GTLI) + Group Personal Accident coverage (GPA).

- **GMC** - The total premium will be borne jointly by employee and Maveric with a 70:30 split.
- **GTLI** - The total premium will be borne jointly by employee and Maveric with a 30:70 split.
- **GPA** - The total premium is borne completely by Maveric.

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