



**Employee Code: 104708**  
**Employee Name: Pratik Devidas Ingole**

Dear **Pratik**,

We are pleased to inform you that based on your performance and contribution to the company, your annual salary is revised to INR **416,041 (Four Lakh Sixteen Thousand Forty One Rupees Only)**, with effect from **January 01, 2023**.

A detailed break up of your remuneration is mentioned in Annexure I.

We appreciate your initiatives and expect you to take more such responsibilities in future assignments to ensure company's growth. We wish you good luck for your future performance and many such accomplishments in the coming years.

All other terms and conditions of your employment as mentioned in your Appointment Letter remain the same.

Please indicate your acceptance by countersigning the second copy of this letter and returning to us.

**Confidentiality:** Matter of your compensation is confidential information 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 by you. Your compensation package is unique to you and not for comparison with other employees of the company.

Congratulations.

Sincerely,

**For Provana India Private Limited**

Dipankar Kalita  
Director-HR and L&D

ANNEXURE I STATEMENT OF COMPENSATION AND BENEFITS	
Name	Pratik Devidas Ingole
Designation	Software Engineer
Department	Cross Platform-R&D
Annual CTC	INR 416,041
Provana	
Annual Salary Breakdown (INR)	
<b>A: Annual Fixed Compensation</b>	
Basic Salary	252,120
House Rent Allowance	130,194
<b>Total A</b>	<b>382,314</b>
<b>B: Statutory Components</b>	
Company's Contribution to PF*	21,600
<b>Total B</b>	<b>21,600</b>
<b>C: Retiral Benefits</b>	
Gratuity	12,127
<b>Total C</b>	<b>12,127</b>
<b>Total Annual CTC (A+B+C)</b>	<b>416,041</b>

The company's contribution to PF and ESI shall be deducted & deposited with PF and ESI Authorities, along with the employee's contribution as per the statutory requirements.

\*This component will be paid on monthly pro rate basis along with component of section A (if applicable).

Tax shall be deducted as per Income Tax rules & statutory requirements.

In addition to above mentioned compensation, you will be eligible for company provided insurance benefits as per Company's prevailing policy.

For Provana India Private Limited



Dipankar Kalita  
Director-HR and L&D

I agree to accept employment on the above-mentioned terms and conditions.

Employee Signature:  
Employee Name:

Place: Noida  
Date: