



24 July, 2025

**Kesa Arun kumar**  
**1033354**

**Annual Appraisal FY24-25**

Dear Kesa,

We acknowledge your performance and contribution to the organization and are pleased to revise your salary as per below details.

Your revised compensation effective **01 July, 2025** is as follows:

**Designation: Associate Software Engineer**

**Grade: E1**

Components	Monthly	Yearly
Basic	20,700	2,48,400
House Rent Allowance	10,350	1,24,200
Educational Allowance	200	2,400
Advance Statutory Bonus	4,140	49,680
Infinite Flexible Benefit Plan (IFBP *)	5,035	60,420
<b>Total Compensation (A)</b>	<b>40,425</b>	<b>4,85,100</b>
PF (Employer Contribution)	1,800	21,600
GMC, GPA & GTL		30,424
Gratuity		11,923
<b>Annual Total Benefits (B)</b>		<b>63,947</b>
Variable Pay		35,046
<b>Annual Variable Compensation ( C )</b>		<b>35,046</b>
<b>Annual Total Compensation (A+B+C)</b>		<b>5,84,093</b>

\* Infinite Flexible Benefit Plan (IFBP) – You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your Grade and eligibility as per the policy and the rest becomes taxable income.

Information herein is company confidential and should not be shared internally or externally without prior approval from the undersigned. All other terms and conditions of your employment remain unchanged as per the policies and offer letter.

Best Regards,  
**For Infinite Computer Solutions India Ltd.,**

**Nitin Dipt Prakash**  
**Vice President - Human Resources**