

WW/HR/PMS/INC/1/HYD01/01928

Date: 17-May-2019

To
Kranthiveer Tummuri
Emp Code: 613
Designation: Software Engineer
Role Band: A2

Sub: Your Revised Compensation w.e.f. 1st April 2019

Dear Kranthiveer,

As we take a leap into the next orbit, WHISHWORKS is delighted to have you as the part of our team. The last financial year has been an eventful one for all of us with numerous recognitions and all-round growth for the business. The growth plans at WHISHWORKS offer an exciting opportunity to all of us to expand our career to newer horizons.

Your revised Annual Compensation will be **INR 600000/-** w.e.f. 1st April 2019.

Your designation and role band is given on the top of this mail. The sheet appended shows the clear structure of your compensation, in compliance with the government regulations on corporate compensation and benefits.

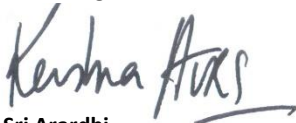
All the other terms and conditions mentioned in your offer letter or earlier official communication remain unchanged.

Please treat all information contained herein as "Strictly Confidential". This must never be discussed with anyone other than the CXO in charge of your department, the CEO or Talent Manager.

We would like to assure you that these revisions are a reflection of the organization's performance, market factors, your individual & team performance as well as your future potential.

We value your contribution as our partners in this growth and hope that you will continue to strive towards excellence.

Warm Regards,



Sri Aradhi
CEO
WHISHWORKS

Note: Your Action required:

Please forward this mail back to us, along with your acknowledgement and acceptance of this enhancement to comp@whishworks.com on or before 20th May 2019.

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COMPENSATION STRUCTURE w.e.f. 1st April 2019

WW/HR/PMS/INC/1/HYD01/01928

Date: 17-May-2019

Kranthiveer Tummuri

Emp Code: 613

Designation: Software Engineer

Role Band: A2

Current Compensation Structure	In INR Per Annum	In INR Per Month
<u>Fixed</u>		
Basic Pay	297000	24750
House Rent Allowance	118800	9900
Leave Travel Allowance	29700	2475
Conveyance and Medical Allowance	40000	3333
Special Allowance	35421	2952
Food Coupons	13200	1100
Internet and Telephone Allowance	24000	2000
Employer Contribution to Provident Fund (12% of Monthly Basic or Rs. 15000, whichever is lower)	21600	1800
*Gratuity (4.81% of Basic)	14279	
**Insurance Premium	6000	
Total Cost to Company	600000	48310
<u>*Gratuity</u>		
The final payout of Gratuity amount will be determined in accordance with the provisions of the Payment of Gratuity Act, 1972.		
<u>**Insurance Coverage</u>		
1. Health Insurance (for Employee, Spouse and two Children)	300000	
2. Group Life Insurance Cover - Term (for Employee)	500000	
3. Critical Illness - Term (for Employee)	250000	
4. Group Accidental Policy (for Employee)	500000	



Sri Arardhi
CEO
WHISHWORKS

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