



Private & Confidential

Jun 22, 2024

Bhumaraupu Nageswara Rao

EID: 111106

Dear Bhumaraupu Nageswara Rao,

Congratulations!!!

You have been a valuable member of SLK, and we truly value this association.

We appreciate and thank you for your contribution during the last year and are happy to inform that in recognition of your contribution, your compensation has been revised with effect from July 01, 2024. The details are given in the Annexure.

We are on a growth journey to drive our future course. We encourage you to take on the various opportunities this journey offers to further enhance your career at SLK. We believe that you will continue to learn, innovate, and win at SLK and contribute to take our organization to greater heights of success.

Wishing you a great success ahead!

Warm Regards,

A handwritten signature in black ink, appearing to read "Dharendra Nath".

Dhirendra Nath  
Group Chief People Officer



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Name : Bhumaraupu Nageswara Rao (Emp ID: 111106)

Grade : P1 (Designation: Engineer - Software)

Revised Annual Compensation Package with effective from July 01, 2024.

Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount (INR)
<b>A. Components</b>			
Basic + VDA	374,400	414,648	
House Rent Allowance	149,760	165,859	
Flexi Benefit Plan (FBP)*	4,572	0	
Special Allowance (Incl FBP)	297,540	334,584	
<b>Total (A)</b>	<b>826,272</b>	<b>915,091</b>	
<b>B. Retirals and Benefits</b>			
Company contribution to Provident Fund	44,928	49,758	
Company contribution to Gratuity Fund	18,000	19,940	
<b>Fixed Salary (A+B)</b>	<b>889,200</b>	<b>984,789</b>	
<b>C. Performance Pay**</b>			
Variable Pay/Pay for Performance (PFP)	46,800	51,831	
<b>Total CTC(A+B+C)</b>	<b>936,000</b>	<b>1,036,620</b>	<b>100,620</b>

\* FBP gives you a flexibility to design your salary structure to make it tax friendly. Within the FBP amount you can claim against various specified expenses including ESC Medclaim, Group Medclaim coverage, GPA Insurance, LTA, Telephone reimbursement, Data card/ broadband reimbursement, Fuel and maintenance reimbursement, Meal coupon, gift card, Journals and Technical books reimbursement as applicable.

\*\* Variable Pay/Performance pay is a variable pay plan, paid as per the company policy.

Dhirendra Nath  
Group Chief People Officer

SLK Software Pvt. Ltd.,  
(Formerly known as 'SLK Software Services Pvt. Ltd.')

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