

**Personal & Confidential**

Mr. Nithin C Lukose  
Emp Id: 1167  
India

Date: July 22, 2021

**Revised Compensation Letter**

Dear Nithin,

Congratulations! You have been promoted to **Senior Software Engineer** effective **July 1, 2021**.

Please note the following amendments to the terms and conditions of your employment:

- a. Revised CTC** - Your revised annual CTC is **INR 9,00,000**. This includes
- **Fixed Pay** - Your fixed pay is **INR 8,37,000** annually
  - **Variable Pay** - Your variable pay is **INR 63,000** annually

All other terms and conditions of your contract of employment with Tredence Analytics Solutions Pvt Ltd remains unchanged. Do note that the above information is confidential in nature and we request you to treat it as per company policy.



Aarth Sampath

Principal Human Resources

For Tredence Analytics Solutions Pvt Ltd

## Understanding Your Compensation

---

The table below shows breakup of your revised compensation from July 2021.

Note - Variable pay will be based on both company and your performance which will be paid out annually. You must be an active employee at the time of the pay-out to be eligible for the Variable pay

Element	Amount (INR pa)
Basic	3,26,160
HRA	1,30,464
Special Allowance	3,58,776
Employer PF	21,600
Variable	63,000
<b>Annual CTC</b>	<b>9,00,000</b>
Gratuity	15,681
Insurance	20,000
<b>Total CTC</b>	<b>9,35,681</b>