



21-August-2023

Name: **Nitish Kumar Chile**

Employee ID: **179272**

Pune, India

Dear Nitish Kumar Chile,

Congratulations!

In recognition of your previous performance, we are pleased to promote you to **Senior Software Quality Engineer at B1**.
In addition to that your annual compensation has been revised effective August 01, 2023.
Kindly refer Annexure A for CTC breakup.

We would like to take this opportunity to express our appreciation for your contribution to the organization and hope you will continue to strive for better results.

Thank you!

Best Regards,

Rasika Sawant

Director - People Success (Authorized Signatory)

Clairvoyant India Pvt. Ltd.

ANNEXURE A: REVISED REMUNERATION DETAILS

| EARNINGS | YEARLY (INR) |
|-------------------------------------------|----------------|
| Basic | 442031 |
| House Rent Allowance (HRA) | 221016 |
| Leave Travel Allowance (LTA) | 36821 |
| Adhoc Allowances | 328748 |
| Employer's contribution to PF | 21600 |
| Gratuity | 21262 |
| Telephone Reimbursement | 12000 |
| Vehicle Maintenance and Running Allowance | 21600 |
| Driver Allowance | 0 |
| Lease of Car | 0 |
| Total CTC | 1105078 |

Please note the below points -

- The Group Medical Insurance component of Rs 15,000/- is not shown as part of the CTC breakup. However, both insurance benefits would continue as is subject to renewal changes in policy benefits or insurer changes etc., because of insurance market conditions. This is to confirm that insurance policies of health and life continue to be in good standing and benefits are expected to continue until further notice/due to renewal. You are entitled to **Group Term Life Insurance** for 2 times of your Annual CTC or Rs. 30,00,000 which is higher as total coverage and **Group Medical Health Insurance** for upto Rs. 3 lakhs coverage for you and up to five (5) dependents.
- Performance variable pay (If applicable) is based on employees and company performance. Employees who are in the active employment status at the time of disbursement will be eligible for the performance variable payment. Employees who are on PIP, On Notice, Long leave, unpaid leave, Sabbatical etc. status at the time of disbursement are not eligible for any performance variable payment
- Fixed bonus (if applicable) is for the employees who are in the active employment status at the time of disbursement will be eligible for this bonus payment. Employees who are on PIP, On Notice, Long leave, unpaid leave, Sabbatical etc status at the time of disbursement are not eligible for any fixed bonus payment.
- There will be statutory deductions (if applicable) e.g. PF, PT, etc. as per rules applicable.
- Gratuity shall to paid as per the 'Payment of Gratuity Act 1972
- All the above components and the employee benefits will be as per the Company's prevalent policies, which may change from time to time without notice.
- The components are subject to and governed in accordance with Indian statutes, rules, and ordinance prevailing from time to time and would be taxable depending upon the Tax rules in force from time to time.

** Ad-Hoc Allowance Components will change as per your enrollment to different Flexible Benefit Options

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