

## Increment Letter [2016 - 17]

01/04/2016

Reni Edwin Raj C  
Employee ID - P54794  
Designation - Supervisor

Dear Reni,

PAMAC is committed to create high performance culture and pay for performance is a key element to make this cultural shift. Recognizing your and organization's performance for the year 2015 - 16, we are happy to announce your increment for the year 2016 - 17. The disbursement would be as following:

Salary Annexure				
CTC			Net Salary	
Components	Monthly CTC	Annual CTC	Components	Monthly - Net
Basic	3780	45360	Basic	3780
HRA	2835	34020	HRA	2835
Derived Incentives	0	0	Derived Incentives	0
Conveyance	1600	19200	Conveyance	1600
Medical Reimbursement	1000	12000	Medical Reimbursement	1000
Washing Allowance	639	7668	Washing Allowance	639
Bonus	0	0	Gross Monthly Salary	9854
PF [Co. Contribution]	506	6072	PF	454
ESIC [Co. Contribution]	469	5628	P. Tax	0
Gratuity	182	2184	ESIC	173
Total Fixed CTC	11010	132120		
<b>Total</b>	<b>11010</b>	<b>132120</b>	<b>Monthly Net Salary</b>	<b>9227</b>

Note: **1]** Gratuity will be payable post completion of continuous five years of service **2]** All salary components will attract taxes and/or other deductions as applicable **3]** Your increment is effective April 2016 **4]** Your salary is increased by 4% and the break up is as follows - Annual appraisal - 4%, Market correction - NA and Promotion - NA

We congratulate you for your hard work, enthusiasm and continued efforts! Your salary details are strictly private and confidential. You are requested to sign the duplicate copy of this letter & return it to HR department.

We wish you all the best & we look forward to your continued support in future!

**For and on behalf of PAMAC FINSERVE PVT. LTD.**



**Babar Mian**  
Head - HR & Administration