

28<sup>th</sup> April 2024

**Dear Poonam,**

**Re: Market Correction 2024**

We would like to express our gratitude for your dedicated service and commitment to the company's continued success in the market place. As a valued member of our **#greatplacetowork** team, your contributions have been instrumental in our success.

Your performance rating for the year 2023 is **"Met Expectations"**.

Your revised compensation effective April 1<sup>st</sup>, 2024 is **"9,25,076" (Rupees Nine Lakhs Twenty Five Thousand Seventy Six Only)** This adjustment reflects our recognition of your hard work, dedication, and the significant value you bring to our organization.

Please find the details of your revised compensation below,

Once again, thank you for your continued dedication and hard work. We look forward to your ongoing contribution and let us build a mutually beneficial future together.

With best wishes,



Anant Padmanabhan  
Managing Director



Madhuri Shastri  
CHRO & Vice President

Employee Name:	Poonam Dodake
Level:	L0.2
Designation:	Associate Consultant
Location:	Pune
Effective date:	01-Apr-24

Compensation & Benefit Plan	Strictly Confidential	
Salary Heads	Current	Revised
Basic Salary	₹ 22,237	₹ 23,127
House Rent Allowance (50% of Basic salary)	₹ 11,119	₹ 11,564
LTA (One month's basic salary; payable on monthly basis)	₹ 1,853	₹ 1,927
Flexi Pay*	₹ 36,046	₹ 37,560
<b>Annualized Gross Monthly Salary</b>	<b>₹ 71,255</b>	<b>₹ 74,178</b>
Annual Variable Pay (linked to Co. & Individual results)	₹ 0	₹ 0
Provident Fund: 12% of assumed Basic salary of ₹.15000 per month	₹ 21,600	₹ 21,600
Gratuity - Yearly Accrual (Payable after continuous service of 5 years on separation)	₹ 12,829	₹ 13,342
<b>Annualized Salary (on Cost to company basis)</b>	<b>₹ 889,496</b>	<b>₹ 9,25,076</b>