

July 2, 2021

Venkataramanaiah
Katabathina
microlander ID: **21799**
Analyst - Application Support

Subject: **Compensation Review 2021**

Dear **Venkataramanaiah**,

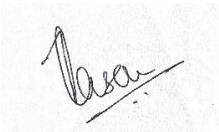
At the outset, I would like to 'Thank You' for the utmost dedication and sincerity, you demonstrate at work every single day. With rapid changes across the business and technology landscape, it is imperative that we focus on being agile and future ready to win in the competitive market. The key to creating unique and differentiated solutions for our customers is by reskilling, upskilling and collaborating as an organization. I am certain that with your passion and brilliance, we are well on our way to achieving our goals.

I am pleased to advise that effective **1-Jul-2021**, your Total Earning Potential has been revised to **INR 1,001,959**. The detailed breakup is given in the annexure below.

I sincerely believe that I have your commitment and look forward to your valuable contribution in Microland's journey ahead in making digital happen. Wish you all the best for the coming year.

Warm Regards

For **Microland Limited**,



Srinivasan T R
Chief People Officer

Microland Limited Level 12, Citrine Building, Bagmane World Technology Centre, Mahadevapura, KR Puram, Hobli,
SEZ, Bangalore, 560 093

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Annexure		
Name micro lander ID	Venkataramanaiah Katabathina 21799	
Designation Level & Layer Notice Period	Analyst - Application Support	
	P2,P2A	
	60 Days	
Salary Structure effective 1-Jul-2021		
Components	Monthly	Annual
A) Basic	24148	289780
B) House Rent Allowance	9659	115912
C) Flexible Benefit Plan (i)	41653	499842
1) GROSS	75461	905534
D) Provident Fund [Company’s Contribution] (ii)	2898	34774
E) Gratuity	1162	13938
2) COST TO COMPANY (CTC)	79521	954246
F) Bonus1(iii)		47712
3) TOTAL EARNING POTENTIAL (TEP)		1001959
G) Group Medical Coverage Premium [Company borne]		6473
4) TOTAL EARNING POTENTIAL + BENEFITS (TEPB)		1008432

Benefits	Insured Amount (₹)
Group Medical Insurance for Self, Spouse, 2 Dependent Children (iv) <i>[Tenure more than 5 years in Microland as on the Insurance period]</i>	600000
Group Medical Insurance for Self, Spouse, 2 Dependent Children (iv) <i>[Tenure less than 5 years in Microland as on the Insurance period]</i>	400000
Group Personal Accident Insurance	1 * Annual CTC (minimum of 500000)
Group Term Life Insurance	3 * Annual CTC (minimum of 1600000)

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Annexure (continued)

- [i] Payable monthly, as per your customized allocation towards: Leave Travel Allowance (LTA), Conveyance, Medical, Vehicle, Meal Vouchers, Child Education; enabling you to plan your tax outflow in an optimum manner. The balance amount, post allocation, will be paid out as Special Allowance.
- [ii] An equal amount, will be deducted, as your contribution, as per Provident Fund (PF) guidelines.
- [iii] Payable annually, if eligible, based on your and your unit's Performance measured during the Appraisal Cycle and Target Achievements as per KRAs set for the Performance Evaluation Year, on a pro-rata basis.
- [iv] Parental Policy, if opted for, is an additional benefit, for which the premium will be deducted monthly.

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