

JAI-1330 Veera Venkata Ramarao Bikkina Congratulations!!

We take this opportunity to congratulate you and express our appreciation for your valuable contribution to achieving company objectives. We are confident that you will continue the good work in the same spirit of commitment and sincerity and grow with our organization.

We take great pleasure in sharing with you your revised package for the current year, which will be INR 13,00,005.00 (INR Thirteen Lakh and Five Rupees) w.e.f. 1st July 2025. Please find below the break-up of the same.

EARNINGS (PART - A)	MONTHLY (INR)	YEARLY (INR)
Basic	53,266.67	6,39,200.00
HRA	21,306.67	2,55,680.00
Special Allowance	21,306.67	2,55,680.00
Travel Allowance(LTA)	10,653.33	1,27,840.00
TOTAL SALARY (A)	1,06,533.33	12,78,400.00
OTHERS (PART - B)	MONTHLY (INR)	YEARLY (INR)
PF - Employer	1,800.00	21,600.00
LWF Employer	0.42	5.00
SUB-TOTAL (B)	1,800.42	21,605.00
TOTAL (A + B)	1,08,333.75	13,00,005.00

The disbursement of the Variable Bonus will be yearly and subject to you being active on the rolls of the employer on the date of the bonus paid. The Variable Bonus will not be paid in the event of long leave for more than 50% of the quarter or on termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any and all determinations related to the Variable Bonus is at the sole discretion of the Employer and will be primarily based on the below factors:

1. Performance of the company
2. Employee's individual performance and achievement of performance goals established by the employee Manager/Supervisor or his/ her respective department in the financial year for which the Variable Bonus is being given. Employees shall be eligible to receive the said Bonus upon successful completion of their performance analysis, in an amount as determined by the Company for that particular financial year.

Sincerely,
For Jukshio Technology Innovation Pvt. Ltd.

Yours faithfully,
 For Jukshio Technology Innovation Private Limited



Shivani Reddy Pulamamidi
Designation: Director