



Ref. No. AIPL/Comp Rev Letter /2024/4568

30-April-2024

**Compensation Revision Letter**  
(Private & Confidential)

Emp No : 4568  
Name : Tulip Mishra  
Designation : Associate Engineer

Dear Tulip Mishra,

As a Global Leader in technology and engineering services, AL TEN has taken several initiatives in 2023 - 2024. The global reach of AL TEN is spread across more than 30 countries worldwide by developing stronger customer intimacy with acquisitions, addition of new clients, assimilating new technologies and strengthening internal systems and processes.

Recognizing your effort and performance, we are pleased to inform you that your annual compensation has been revised to **₹552888/-** (*Rupees Five Lakhs Fifty Two Thousand Eight Hundred Eighty Eight Only*) per annum with effect from **01-April-24**. All other employment terms and conditions remain unchanged.

The revised compensation details are provided in the annexure. Your compensation details are strictly private and confidential and information in this letter must not be disclosed or discussed with others.

The growth journey ahead is very challenging and yet, very exciting! We appreciate all the efforts you have put towards the growth of your career & professional achievements and hope that you will continue to innovate, foster teamwork, and contribute to our culture of Caring, Sharing and Growth.

Wishing you all the success for the years ahead and good wishes to you & your family

Regards,

**For AL TEN India Private Limited,**

**Sapna Gopinath**  
**Director - HRBP**

**AL TEN INDIA PRIVATE LIMITED**

Regd Office: 7<sup>th</sup> Floor, Tower D, IBC knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru-560029, Karnataka INDIA.  
Tel : +91 80 4242 4241 | Fax: + +91 80 4242 4242 | CIN : U72900KA2010PTC087052 | GST : 29AAICA2019E1ZZ



### Annexure

Emp No : 4568  
Name : Tulip Mishra  
Designation : Associate Engineer  
Effective Date : 01-April-24

Salary Components	Monthly	Annual
Basic +DA	19000	228000
House Rent Allowance	7600	91200
Statutory Bonus	1584	19008
Special Allowance	13446	161352
<b>TOTAL (A)</b>	<b>41630</b>	<b>499560</b>
PF - Employer share	2280	27360
Gratuity	914	10968
<b>TOTAL (B)</b>	<b>3194</b>	<b>38328</b>
Insurance Cost (C)	1250	15000
<b>Total CTC (A+B+C)</b>	<b>46074</b>	<b>552888</b>
<b>Statutory Deductions</b>		
PF Employee share	2280	27360
Professional Tax	200	2400
<b>Total Deductions (D)</b>	<b>2480</b>	<b>29760</b>
<b>Net take home salary (A-D)</b>	<b>39150</b>	<b>469800</b>
<b>List of benefits as per the company policies:</b>		
<ul style="list-style-type: none"><li>● Group Mediclaim Insurance: Self, Spouse, Two Children &amp; Dependent Parents or In-Law are covered up to ₹3,00,000/- PA.</li><li>● Group Personal Accident Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.</li><li>● Group Term Life Insurance Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.</li><li>● Workmen Compensation Insurance: Medical &amp; other benefits would be covered as per applicable laws.</li><li>● Special Occasion Gift Vouchers: Birthday- ₹1000/-, Marriage Anniversary - ₹2,500/-, New Family Addition ₹2,000/-.</li></ul>		
Note:		
<ul style="list-style-type: none"><li>● TDS, ESI, PF, PT &amp; Gratuity will be as per the applicable laws.</li><li>● Your compensation package is strictly confidential, should remain a private matter between yourself and HR Department and not to be disclosed to your colleagues</li></ul>		

For ALTEN India Private Limited,

Sapna Gopinath  
Director - HRBP

### ALTEN INDIA PRIVATE LIMITED

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