

**Date: September 25, 2020**

**Name: Sasanka R**

**Employee ID: 00070614**

**Designation: TECHNOLOGY SPECIALIST**

**Sub: 2020 Salary Revision Letter**

**Dear Sasanka R,**

Congratulations!

The Management of Coforge DPA Private Limited has reviewed your performance and contributions towards the company's growth. Further to this performance review process, we are delighted to inform that your new revised Cost to Company will now be INR 1,000,006/- per annum with effect from October 01, 2020.

Please accept our congratulations on this well-deserved recognition of your continuing excellent contributions and commitment to our organizations' objectives.

**For Coforge DPA Private Limited**



**Authorised Signatory**

**Coforge DPA Private Limited**

(Erstwhile known as NIIT Incessant Private Limited.)

Q-City, Block B, 6th floor, Sy. No's: 109, 110, 111/112, Nanakramguda Village,

Serilingampally Mandal, R.R District, Hyderabad - 500032, Telangana

Ph. +9140 4448 6666, Fax: +9144486677 [www.coforgetech.com](http://www.coforgetech.com)

CIN: U72200TG2007PTC056127

**Strictly Personal and Confidential**

CorpHRO/OCT20REVN/00070614/1  
September 25, 2020

**Mr. Sasanka R**  
**INCT - SSD**  
**INCT - Hyderabad**

Dear Mr. Sasanka R,

I am pleased to share your revised compensation letter effective October 01, 2020

<b>Role Designation</b>	<b>ANALYST TECHNOLOGY SPECIALIST</b>		
<b>A. <u>Monthly Salary (Rs.)</u></b>	Basic	:	29,167
	HRA/CLA	:	11,667
	Flexibasket	:	28,087
	<b>Gross Monthly</b>	:	<b>68,921</b>
<b>B. <u>Annual Benefits Rs.)</u></b>	PF (as per Act)	:	42,000
	Mediclaime Premium	:	11,000
	Life Insurance Premium	:	3,127
	Gratuity	:	16,827
<b>C. <u>Variable Compensation (Rs.)</u></b>	(As per policy)	:	<b>100,000</b>
<b>D. <u>Annual Cost to Company (Rs.)</u></b>		:	<b>1,000,006</b>

Wishing you the very best for FY 21.



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Authorized signatory

**Notes:**

1. The Flexi basket consists of conveyance, LTA, vehicle expenses reimbursement (VER), Meal Vouchers & mobile phone usage. The Flexibasket is a taxable allowance and will be paid on a monthly basis after deductions, if any, unless reimbursements are selected as per PCS. If self-owned car is used, expenses towards petrol and maintenance up to Rs. 1800/- p.m. (Rs 2400/- p.m. if CC is more than 1.6 litres), and reimbursement towards mobile phone usage charges up to Rs. 3000/- p.m. is exempt from tax as per current rules. The flexi basket consists of conveyance amount / transportation facility provided by the company for travel from home to office and back, if applicable.
2. Variable Compensation is based on Variable Compensation policy.
3. Mediclaime premium shown above is towards hospitalization coverage for self and dependent nominees.
4. Life Insurance premium is towards the Life Cover for self as per benefit plan and Life Cover policy.

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