

Personal & Confidential

Mr. Satyajit Mahapatra
Emp Id: 0801
India

Date: January 28, 2021

Revised Compensation Letter

Dear Satyajit,

Congratulations! We have reviewed your performance for the year 2020 and are pleased to inform you that you have been promoted to **Senior Business Analyst**.

Please note the following amendments to the terms and conditions of your employment:

a. Revised CTC - Your revised annual CTC from January 2021 is **INR 9,00,000**. This includes

- **Fixed Pay** - Your fixed pay is **INR 8,37,000** annually
- **Variable Pay** - Your variable pay is **INR 63,000** annually

b. Variable pay-out - Your variable pay-out is **INR 52,655**

All other terms and conditions of your contract of employment with Tredence Analytics Solutions Pvt Ltd remains unchanged. Do note that the above information is confidential in nature and we request you to treat it as per company policy.

We want to thank you for being part of the Tredence journey so far and look forward to building a bigger and better Tredence in 2021!



Aarth Sampath
Principal Human Resources
For Tredence Analytics Solutions Pvt Ltd

Understanding Your Compensation

The table below shows breakup of your revised compensation from January 2021.

Note- Variable pay will be based on both company and your performance which will be paid out annually. You must be an active employee at the time of the pay-out to be eligible for the Variable pay

Element	Amount (INR pa)	Change - 1 year
Basic	3,26,160	
HRA	1,30,464	
Special Allowance	3,58,776	
Employer PF	21,600	
Variable	63,000	
Annual CTC	9,00,000	38%
Gratuity	15,681	
Insurance	20,000	
Total CTC	9,35,681	