

**Private & Confidential**

**Full Name: Shalini Y P**  
**Employee ID: 108803**

Dear Shalini,

Our organization stands at an interesting juncture today. We are unlocking new opportunities and driving new growth in a highly disruptive business environment. I believe we have the people, scale and ambition to keep the momentum going.

Even as we continue to win today, we have to constantly evolve to stay ahead in the future. Our bold and brave strategy to transform into “The Automation Company” will be a game changer for us and owning the change at the centre will be, You.

We are excited to see you embrace these opportunities and grow your partnership with us further. We would also like to take the opportunity to acknowledge your contribution in building our Company.

Taking a step further, keeping in line with the changing market trends, we are happy to revise your salary, with effect from Aug 01, 2019. The details are given in the Annexure.

Again, thank you for partnering with us on our journey. Here's to you scaling newer heights in your career.

Wishing you the Freedom to Succeed!

Warm Regards,

A handwritten signature in dark ink, appearing to read 'Dhirendra Nath', written in a cursive style.

**Dhirendra Nath**  
**Chief Human Resource Officer**

## Annexure - 1

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Revised Annual Compensation Package with effective from Aug 01, 2019.

A. Components	Current (Rs)	Revised (Rs)	Increase (Rs)
Basic + VDA	164207	180000	
House Rent Allowance	56163	72000	
Flexible Benefits*	3063	3063	
Statutory Bonus	32748	32748	
Ad-hoc Allowance	0	8582	
<b>Total (A)</b>	<b>256181</b>	<b>296393</b>	
<b>B. Performance Pay</b>			
Variable Pay	0	17233	
<b>Total (A+B)</b>	<b>256181</b>	<b>313626</b>	
<b>C. Retirals</b>			
Company contribution to Provident Fund	19705	21600	
Company contribution to Gratuity fund	7895	8654	
Company Contribution to ESIC	0	0	
<b>D. Benefits</b>			
Group Personal Accident Insurance	770	770	
<b>Total (A + B + C + D)</b>	<b>284551</b>	<b>344650</b>	<b>60099</b>

\* It is the portion of your salary that can be claimed against various specified expenses, to avail tax benefits. You can design your salary structure within the FBP amount.

Mediclaim Insurance: ESC Premium will remain part of CTC (under Flexi Benefit Plan - FBP)



**Dhirendra Nath**  
Chief Human Resource Officer