

LETTER OF COMMENDATION

Ref. ID: BORN/HR/2021/09/7569

21-Sep-2021

Mr Raushan Kumar Jaiswal (Emp. ID: IN-B286)

Designation: Senior Software Engineer

Band: 1,3

Dear Raushan Kumar Jaiswal,

On behalf of the management, please accept our appreciation for the good job you have done so far.

We are happy to inform you that your annual CTC is revised from **Rs 17,05,004/-** to **Rs 24,00,004/-** w.e.f. **01-Nov-2021**. Find enclosed the salary breakup details in the annexure.

This letter of commendation is to place on record our appreciation for your performance, dedication, commitment towards work and effort. Keep up the good work.

Cordially,

For BORN Commerce Private Limited,



Naganathan NS
Head - Human Resources



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Accepted

Signature:

Date:

Note: This information is confidential and meant for your personal consumption only. Request you not to share this information with any employee of BORN Commerce Pvt Ltd., or group companies. Breach of this confidentiality will be viewed seriously. All other prevailing terms and conditions of the employment will remain unchanged.

Annexure:

Mr Raushan Kumar Jaiswal (Emp. ID: IN-B286), Designation: Senior Software Engineer

Effective Date: 01-Nov-2021

Salary & Components	Previous Salary (In INR)		Revised Salary (In INR)	
	Monthly	Annual	Monthly	Annual
Basic	55,167	6,62,004	76,667	9,20,004
HRA	27,584	3,31,008	38,334	4,60,008
Conveyance	0	0	0	0
Special Allowance	44,339	5,32,068	62,399	7,48,788
Leave Travel Allowance	2,207	26,484	3,067	36,804
Food Coupon	2,000	24,000	2,000	24,000
Gross Pay (A)	1,31,297	15,75,564	1,82,467	21,89,604
Employee's PF Contribution (B)	6,620	79,440	9,200	1,10,400
Employee's ESI Contribution (C)	0	0	0	0
Net Pay D = (A - B - C)	1,24,677	14,96,124	1,73,267	20,79,204
Employer's PF Contribution (E)	6,620	79,440	9,200	1,10,400
Employer's NPS Contribution (F)	0	0	0	0
*Variable Pay (G)		0		0
- Tenure Bonus (G1)		25,000		50,000
- Certification Enhancement Bonus (G2)		25,000		50,000
- Performance Bonus (G3)		0		0
CTC (A + E + F + G)	1,37,917	17,05,004	1,91,667	24,00,004

- * The revised CTC mentioned above is subject to rounding-off differences.
- * Tenure Bonus(G1), (as applicable to tax) will be released upon completing 1 year, from your Date of Joining. If any employee resigns during his/her on-going tenure, then tenure bonus will not be applicable as per policy.
- * Certification Enhancement Bonus(G2), (as applicable to tax) will be released upon completion of minimum one certification within one year and it will be applicable as per your date of join with us. For further information on certification enhancement bonus kindly get in touch with your reporting authority, where applicable.
- * Performance Bonus(G3), (as applicable to tax) will be released upon completing one year. The percentage of payout will be based on your manager's feedback on your performance.

* Your monthly pay will be subject to applicable deductions such as Income tax / other taxes in accordance with applicable law.



Naganathan NS
Head - Human Resources

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