

February 1, 2022

Private and Confidential

Theerdha Sagar Nimmagadda

Associate ID: 327973

Subject: Salary Adjustment Letter

Dear Theerdha Sagar,

We are pleased to inform you that your total yearly compensation has been revised to INR 2,509,649/- (Twenty Five Lakh Nine Thousand Six Hundred Forty Nine Rupees) per annum effective February 1, 2022.

Theerdha Sagar, we thank you for your contribution to the organization. We are committed to further strengthening the work environment and provide more opportunities for your learning and growth, career development and expanding your career experiences at ADP.

We look forward to your continued commitment and contribution in the coming years.

Regards,



(Vipul Singh)
Divisional Vice President & Head of HR



Details of Compensation

Name : Theerdha Sagar Nimmagadda

Position : Project Leader

Grade/Level : G3L1

A. Base Salary	Monthly (INR)	Annum (INR)	
<ul style="list-style-type: none">Basic Salary	92,920	1,115,040	
<ul style="list-style-type: none">House Rent Allowance	40,130	481,560	
<ul style="list-style-type: none">Flexible Benefits*	18,584	223,008	
B. Bonus (20% of Basic Salary paid monthly)	18,584	223,008	
C. Standard Benefits			
<ul style="list-style-type: none">Provident Fund**	11,150	133,800	
<ul style="list-style-type: none">Gratuity	4,469	53,628	
<ul style="list-style-type: none">National Pension Scheme (NPS) ***			
Gross Compensation (A+B+C)	185,837	2,230,044	
Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
	0	267,605	468,309
Broadband Allowance	12,000		
Total CTC (Gross + VPI + Broadband Allowance)##	2,509,649		

The above structure is defined as per the proposed code of wages 2020, with basic salary as 50% of gross compensation. All other terms and conditions of your employment remain unchanged.

*Flexible Benefits include Leave Travel Allowance and Child Education Allowance

**PF is deducted as per the statutory norms

***NPS is deducted based on the subscription by Associate

#These are indicative payouts at your grade and will vary based on your performance and performance of your business unit & ADP

##Total CTC is computed at 100% VPI payout

Tax is applicable as per the Associate's individual Tax Slab & prevailing Tax Regulations

Note: This letter is computer generated and does not require wet ink signature.

