

Wilson Gunde
61554
Software Engineer-Testing
Scientific Products

Dear Wilson Gunde,

We would like to inform you that based on your performance in the financial year 2023-24, you have attained a rating of **"Meets Expectations"**.

In recognition of your exceptional performance this year, you've been awarded:

- **Merit Increase:** 6.00%.

With these adjustments, your total Cost to Company (CTC) will increase to INR 832049 (Rupees Eight lakh Thirty Two Thousand Forty Nine Only) effective from April 01, 2024.

Mentioned below are your updated compensation details:

Pay Components	Per Annum (INR)	Per Month (INR)
Basic	332820	27735
House Rental Allowance (HRA)	133128	11094
Transport Allowance	20000	1667
Medical Reimbursement	20000	1667
Statutory Bonus	0	0
Special Allowance*	304501	25375
Annual Guaranteed Cash (AGC)	810449	67537
PF - Employer Contribution	21600	1800
ESI – Employer Contribution	0	0
Annul Fixed Pay (AFB)	832049	69337
Target Variable Pay (VP)	0	
Total Cost to the Company (TCTC)	832049	

Please note:

- The special allowance includes tax-saving options that can be selected based on the 'Flexi Benefit Plan' available for your level on the Engage portal.
- Variable pay, distributed annually, is based on the performance of the individual, business unit, and the overall organization. Please see the policy document for more details.
- All payments are subject to Income Tax deductions

Registered office:

Excelra Knowledge Solutions Pvt. Ltd.

(CIN No. U72100TG2006PTC049287)

7th Floor, Wing B, NSL SEZ ARENA,

Plot No. 6, SurveyNo.1, IDA Uppal,

Hyderabad, Telangana- 500039, India

T +91 40 6707 3333 F +91 40 6707 3344

www.excelra.com

All the terms and conditions of your employment, as stated in your employment contract and Code of Conduct that you signed upon joining, remain unchanged.

We would like to take this opportunity to thank you for your contribution and hope to have a mutually satisfying and promising year ahead.

For **Excelra Knowledge Solutions Pvt. Ltd**



Mahendra Pratap Singh
Vice President - Human Resources

Employee ID: 61554

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