

Annexure 1

Emp Name: R Pandurangaiah
Emp Code: 1117

Your Total Compensation has been revised to **INR 1,308,189 p.a.** with effect from **March 1, 2020**.

(In INR per annum)

Components	Existing	Revised	Variance
Basic	459,570	510,123	50,553
House Rent Allowance	229,786	255,063	25,277
Conveyance Allowance	19,200	19,200	-
Children Education Allowance	2,400	2,400	-
Medical Reimbursement	15,000	15,000	-
Leave Travel Assistance	36,000	36,000	-
Fuel & Maintenance	-	-	-
Driver Salary	-	-	-
Other Allowance	259,317	295,827	36,510
Base Pay Total (I)	1,021,273	1,133,613	112,340
Provident Fund	55,148	61,215	6,067
Retirement Benefits Total (II)	55,148	61,215	6,067
Fixed Compensation (I+II)	1,076,421	1,194,828	118,407
Target Performance Bonus (III)	102,127	113,361	11,234
Total Compensation (I+II+III)	1,178,548	1,308,189	129,641

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972
5. Target Bonus will be paid as per the discretion of the management.

All other terms and conditions of your employment remain unchanged

Sanjeev Kumar Sethi
Chief Operating Officer

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

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