

Private and Confidential

Date: May 30, 2023

Name: Kumar Abhirup
Emp. Code: 243416

Dear Kumar,

Sub: Annual Compensation Review January 2023

In appreciation of your performance and contribution to the organization, we are pleased to revise your compensation and structure as a part of the “**Annual Merit Salary Increase Cycle**”, which is directly linked to your performance rating for the previous year.

These changes are effective **January 01, 2023**. Specific terms relating to your Compensation and Benefits program are appended for your reference.

Your compensation details are strictly confidential and should not be disclosed.

I take this opportunity to thank you, wish you success and growth in the organization.

Please note that, all other terms and conditions will be applicable as per your grade and your compensation will be eligible for review as per next review cycle.

With best wishes,

Yours sincerely,

For Sagility India Private Limited



Smita Nair Jain
Chief Administrative Officer

Sagility India Private Limited

(Formerly Berkmeer India Private Limited)

Registered Office - No. 23 & 24, AMR Tech Park, Building 2A, First Floor, Hongasandara Village, Off Hosur Road,
Bommanahalli, Bengaluru – 560068 India

Corporate Identity Number: U72900KA2021PTC150054, Tel. No. 080-71251500,

Website: www.SagilityHealth.com

ANNEXURE - SALARY & ALLOWANCES			
Employee Name:	Kumar Abhirup		
Employee Code:	243416		
Grade :	M1	Designation : Data Analyst .	
Effective Date :	January 01, 2023	Current	Revised
"A" FIXED (Per Month) INR			
Basic Pay		21,144	21,852
House Rent Allowance		10,572	10,926
Flexible Compensation Plan*		2,200	2,200
Conveyance Allowance		1,600	1,600
Shift Allowance		5,000	5,000
Skill Allowance		1,344	2,052
City Compensatory Allowance (CCA)		11,000	11,000
"A" Sub-total - Gross Pay		52,860	54,630
"B" RETIRAL BENEFITS (per annum)			
Provident Fund – Employer’s Contribution		30,444	31,464
Gratuity		12,204	12,612
"B" Sub-total - Retiral Benefits		42,650	44,077
Total Fixed Compensation (A*12 + B)		6,76,970	6,99,637
"C" VARIABLE PAY (per annum)			
"C" Sub-total - Variable Pay		0	0
Total Cash Compensation (A*12 + B + C)		6,76,970	6,99,637
"D" INSURANCE (Indicative Costs per annum)			
Medical / GPA Insurance Premium		3,030	3,030
Total Cost to Company (CTC) : Total of (A*12 + B+C+D)		6,80,000	7,02,667
Flexible Compensation Plan*			
Allowances	Annual Amount	Remarks	
Meal Allowance	26,400	Option to select 0/1300/2200 monthly	
Flexible Compensation Plan has to be declared in subsequent month. Please refer to ESS Salary portal.			
In case of non-declaration and/or unutilized amount of Flexible Compensation Plan will be added to Other Allowances and paid in your monthly salary, subject to applicable taxes.			

Please note that, all other terms and conditions will be applicable as per your grade.

Yours sincerely,

For Sagility India Private Limited



Smita Nair Jain
Chief Administrative Officer