

ISS/HRD/INC/13/2025

February 3, 2025

To,

Amee Bhatt

Employee ID: ISS0480

Designation: Software Engineer

Grade: P2 - Intermediate

Salary Increment Notification - PRIVATE & CONFIDENTIAL

Dear Amee,

We would like to acknowledge your consistent performance during this appraisal period. You have successfully met the relevant performance standards, delivering results that align with the company's objectives.

We value your contributions and encourage you to continue building on this solid foundation. With focused efforts and a commitment to growth, we are confident that you can achieve even greater results in the future.

Your revised annual Cost to the Company (CTC) has been updated to **Rs. 5,79,600 /- (Five Lakh Seventy Nine Thousand Six Hundred) effective from January 1, 2025**. A detailed breakdown of your revised compensation package is provided in the attached **Annexure A** for your reference.

Terms and Conditions:

- **Confidentiality:** We emphasize the personal nature of this information. Your compensation package is confidential and should not be discussed or disclosed outside of conversations with your departmental head or HR. Breaching this confidentiality will be considered a violation of our agreement.
- **Resignation Clause:** If you decide to resign \ leave the company within 3 months from the date of acceptance of revision in compensation or from the date of effective increment, whichever is later, any increase in compensation in your favor by the company will be rolled back from the effective date of increment at the time of settlement of final dues. All applicable taxes will be deducted as per government laws.

By accepting this letter, you affirm your understanding, agreement, and compliance with all terms, conditions, and policies herein, including but not limited to the Information Security & Acceptable Use Policy and the Employee Handbook, which may be updated from time to time.

Warm regards,



Devang Patel
Department Director

Annexure A - Detailed Compensation Breakdown

Components	Monthly	Yearly
Basic	15020	180240
HRA	6008	72096
Transport Allowance	1800	21600
Education Allowance	200	2400
Professional Development	4830	57960
Mobile & Internet Allowance	2000	24000
Personal Allowance/ Basket Allowance	14668	176014
Gross Salary	44526	534310
Employer Contributions		
Employers' Contribution - Provident Fund	1800	21600
Statutory Bonus	1252	15020
Gratuity*	722	8670
Total Compensation & Benefits	48300	579600
Deductions		
Employee Contribution - Provident Fund	1800	21600
Professional Tax	200	2400
Total Deductions	2000	24000
Net Pay	43778	525330

Note: Your compensation package includes statutory deductions and benefits, subject to change. Infosense Services reserves the right to amend, suspend, or modify compensation terms at its discretion. Deductions for taxes, meal allowances, and corporate health insurance premiums will apply based on existing regulations and individual selections.

Employee Acknowledgment:

I, **Amees Bhatt** hereby acknowledge my acceptance of the revised compensation package as detailed above and in Annexure A. I am committed to continuing my contributions to the success of **Infosense Services** with dedication and excellence.

Signature: A. S. Bhatt
 Date: 02/20/2025