



Strictly Confidential

Date: 26th April 2023

Name: Arun Singh Rathour

Employee No: TBH00799

Designation: Junior Developer

Dear Arun Singh Rathour,

We take this opportunity to thank you for your contribution towards our company's progress. We are confident that you will continue the good work and support us realize our professional goals.

It is our pleasure to inform you that your annual compensation has been revised to **INR 428,000/-** per annum (including retinals) with effect from 1st April 2023. The compensation break-up is provided in the "Annexure".

Salary and variable pay numbers / percentages are meant to be strictly private and confidential, and are not to be disclosed with any colleague, whether from the same team or not. Any queries / doubts must be discussed only with the designated HR person as communicated.

We look forward to your continued commitment and a fulfilling career with Tata Business Hub.

Warm Regards,

Alka Dhingra

HR Head



Annexure

Please find below a detailed breakup of your revised compensation.

Revised Compensation		
Name	Arun Singh Rathour	
Designation	Junior Developer	
Compensation Details	Monthly (in INR)	Annual (in INR)
(A) Basic	15,000	180,000
(B) Flexible Compensation	18,145	217,742
HRA	7,500	90,000
Leave Travel Allowance	1,250	15,000
Special Allowance	9,395	112,742
(C) Fixed Gross (A+B)*	33,145	397,742
(D) Retirals	2,522	30,258
Provident Fund (Employers’)	1,800	21,600
Gratuity	722	8,658
a. Total Fixed (A+B+D)	35,667	428,000
b. Total Cost to Company = (a+b)	428,000	
* Employee PF will be deducted from the Fixed Gross component		
* Professional Tax and Income Tax will be deducted from Fixed Gross component as applicable		