

**Private & Confidential**

**Date:** 27-April-2023  
**Employee Code:** IS3046  
**Employee Name:** Balahariharan G  
**Designation:** Senior System Engineer  
**Grade:** L4B  
**Department:** Devops

**Compensation Review Letter -2022**

Dear **Balahariharan G,**

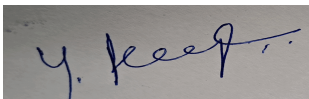
We have recently completed a compensation review exercise and we are pleased to share that your annual salary is being revised to **INR 1,078,440.00 ( Rupees Ten Lacs Seventy-Eight Thousand Four Hundred Forty Only )** per annum w.e.f. **01-April-2023** . Your revised CTC structure is enclosed herewith as 'Annexure A'.

This communication regarding your compensation and employee benefits supersedes all previous communication in this regard. Please note any information related to your salary is strictly confidential between you and the organization and you are requested to treat the any information same accordingly

All other terms and conditions of your employment with the company will remain unchanged.

We wish you continued success in the years to come.

**For Innova Solutions Private Limited**

A handwritten signature in blue ink, appearing to read "Y. Keerthi", on a light-colored background.

**Innova Solutions Private Limited**

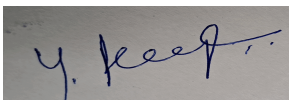
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**+91 (444) 220-4545 | [info@innovasolutions.com](mailto:info@innovasolutions.com) | [www.innovasolutions.com](http://www.innovasolutions.com)**  
**CIN: U72200TN2006FTC061524**

### Annexure A - Compensation Break Up

<b>Name</b>	Balahariharan G	
<b>Employee Code</b>	IS3046	
<b>Designation &amp; Grade</b>	Senior System Engineer & L4B	
<b>Effective Date</b>	01/04/2023	
<b>Department</b>	Devops	
<b>Particulars</b>	<b>Monthly (Rs.)</b>	<b>Annual (Rs.)</b>
Basic	42,391	508,692
HRA	21,195	254,340
Special Allowance	21,195	254,340
<b>Fixed Pay(A)</b>	<b>84,781</b>	<b>1,017,372</b>
<b>Provident Fund (B)</b>		
Contribution to PF Employer	1,800	21,600
<b>Retiral &amp; Benefits (D)</b>		
Group Insurance Premium	1,250	15,000
Gratuity	2,039	24,468
<b>Cost to Company(A+B+C+D)</b>	<b>89,870</b>	<b>1,078,440</b>

1. For all salary computation/discussion purposes please refer to the Gross as the payable amount.
2. Group Insurance Premium is paid by the Company for insuring employees for medical, accidental and life insurance, and is cost borne by the company, and added as a part of the CTC.
3. Gratuity is a calculated as per the applicable laws on your Basic Salary. Employee is eligible for payment of gratuity as per "The Payment of Gratuity (Amendment) Act, 2010".
4. The breakup of the salary may change basis directions from the government or enhanced company policies.
5. The employee contribution towards Provident Fund will be deductible monthly from Part - A, and deposited with the regulator as per the applicable laws.
6. Employee may be eligible to participate in the Flexi Benefit Plan as per the Company policies.
7. Variable Pay is based on employee performance and existing variable pay out guidelines, and applicable on "meeting expectations" in the annual/bi-annual performance review. Please note - The decision to pay the variable is at the discretion of the management.
8. Any applicable taxes shall be deducted from the compensation

**For Innova Solutions Private Limited**



**Innova Solutions Private Limited**

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