

Ref: PA/INT 2024 - 2025/9121

Date: 24-Sep-2025

**Private and Confidential**

**Mr. Balasubramaniyan ,**  
**Emp ID: 9121**

**Dear Balasubramaniyan ,**

Congratulations! We are happy to inform you that your compensation is being revised to **Rs. 639,000/- per annum** effective **01-Sep-2025**. Please find attached your revised salary details in **Annexure 1**.

*Kindly note that your salary information is confidential in nature and should not be disclosed to others under any circumstances. All other terms and conditions of your employment will remain unchanged*

We wish you all the best!

For iOPEX Technologies Private Ltd.



**Prakash Sundararajan**  
**Delivery Head - DES**

**Annexure 1**

**Name:** Balasubramaniyan

**EMP ID:** 9121

**Compensation Details (Salary & applicable benefits)**

<b>Division: DES - Delivery - B &amp; SubDivision: Arlo_OpeXWise</b>			
<b>Designation:</b> Software Engineer - DES			
	<b>Salary Heads</b>	<b>Per Month</b>	<b>Per Annum</b>
<b>Fixed Pay</b>			
	Basic	18,638	223,650
	HRA	9,319	111,825
	Statutory Bonus	1,400	16,800
	Special Allowance	3,354	40,251
	LTA	1,553	18,636
	Project Allowance	10,650	127,800
<b>Other Reimbursements</b>			
	Vehicle Maintenance Reimbursement	2,700	32,400
	Food Coupons/Allowance	2,400	28,800
	Telephone Reimbursement	1,000	12,000
	<b>Total Fixed Pay</b>	<b>51,014</b>	<b>612,162</b>
<b>Employer Contributions</b>			
	Provident Fund	2,237	26,838
	<b>Sub-Total*</b>	<b>2,237</b>	<b>26,838</b>
	<b>TOTAL CTC*</b>	<b>53,250</b>	<b>639,000</b>
<b>Net Pay*</b>		<b>48,777</b>	<b>585,324</b>

\* Other Statutory Deductions as applicable from time to time.

\* Income Tax and Professional Tax applicable as per norms.

\* Monthly Net Pay mentioned above includes variable pay (if any) that is paid monthly/ half-yearly/ annually as per the prevailing policy.

*Pala* \_\_\_\_\_

**Project Allowance :** This allowance will be paid on a monthly basis as long as the individual is tagged to a specific project and is fully billable for that period.

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