

Ref: LD/Sal-R-Inc-Let/2023-24/51

Date: 08-Feb-2024

Dear Mr. Bishnu,  
Emp Code: L000093

**Subject: Increment Letter**

At LDTech, we are pleased to inform you that after careful consideration, we have decided to grant you a salary hike effective from 01.01.2024. This decision reflects our recognition of your hard work, dedication, and valuable contributions to the company.

Your new salary will be an Annual CTC Rs. 276000/-. The CTC has two components: a fixed component of the pay: Rs. 240000/-, and a variable component of the pay plan: Rs. 36000/-. The variable component of the pay plan is linked to Your billability/contribution to project/company tasks, Your Unit and Company performance. The detail of the salary structure is broken up as below. This adjustment reflects our commitment to rewarding excellence and ensuring that our employees are fairly compensated for their efforts.

Current CTC	Revised CTC	% of Increment
240000	276000	15

Please note that you shall continue to be bound by all organizational policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period etc.

We believe that this increase in your salary will motivate you further and encourage you to continue excelling in your role. We value your commitment to the company and look forward to your continued success as a member of our team.

We would also like to take this opportunity to thank your family for their support in your journey at LDTech.

With Best wishes,

For Livedigital Technologies Private Limited



Authorized Signature

HR Department

Accepted and Agreed



### Annexure-A

Name	Bishnu Narayan Pradhan	
Designation	Software Engineer	
Location	Bhubaneswar	
Particulars	Monthly (Rs.)	Annually (Rs.)
<b>Part A (Fixed Components)</b>		
Basic	8000	96000
HRA	3200	38400
Special Allowance	6201	74415
Statutory Bonus	667	8000
<b>Fixed Gross Salary (Part A)</b>	<b>18068</b>	<b>216815</b>
<b>Part B (Statutory &amp; Benefits)</b>		
Employer PF (Provident Fund)	960	11520
Employer ESIC	587	7047
Gratuity	385	4618
<b>Fixed CTC (Part A+B)</b>	<b>23334</b>	<b>240000</b>
<b>Performance Linked Bonus**(Part C)</b>		
Individual Performance Bonus	1200	14400
Vertical Performance Bonus	1200	14400
Company Performance Bonus	600	7200
<b>Total CTC(A+B+C)</b>	<b>23000</b>	<b>276000</b>

Your compensation details are strictly personal and confidential and should not be disclosed to others. TDS & Professional Tax will be applicable as per Income Tax rule.

Performance Linked bonus\*\*:

(# Individual Performance Bonus: - This amount is linked to your performance and will be guided based on core individual performance only. payable Monthly basis as per the sole discretion of the company.

# Unit Performance Bonus: - This amount is linked to your vertical performance only. payable Quarterly basis.

# Company Performance Bonus: - This amount is linked all over Company performance only. payable Quarterly basis.)

With Best wishes,

For Livedigital Technologies Private Limited



Authorized Signature

HR Department

Accepted and Agreed

