

Appraisal Letter

March 22, 2016

Mr. Santhoshkumar Dussa

ACI0686

Software Associate

Dear **Santhoshkumar**,

Thank you for your contribution to the success of **Acumen Cybersoft India Pvt. Ltd.** Based on a review of your performance as **Software Associate**, we are pleased to promote you as a **Software Engineer**.

Accordingly, your compensation is revised to **Rs. 3,81,000/-** per annum with effect from **01 April, 2016**.

ACUMEN'S COMPENSATION STRUCTURE:

Components	Monthly Amount (Rs.)	Yearly Amount (Rs.)
Basic	15,875.00	1,90,500.00
House Rent Allowance	6,350.00	76,200.00
Special Allowance	7,475.00	89,700.00
Conveyance Allowance	800.00	9,600.00
Medical Allowance	1,250.00	15,000.00
Perquisites		00.00
Total (A)	31,750.00	3,81,000.00
Professional Tax	200.00	2,400.00
Other Deductions	1,095.00	13,140.00
Total (B)	1,295.00	15,540.00
NET SALARY (A-B)		3,65,460.00

All other terms & conditions of your Appointment Letter will remain unchanged.

Sincerely,



Bala Venkata Saidurga Kayala
HR Manager – HR Department
hr@acumencybersoft.com
Acumen Cybersoft India Pvt. Ltd.