



Corporate Headquarters  
**Integra Software Services Pvt. Ltd.**,  
 100 Feet Road (ECR), Pakkamudiyanpet,  
 Pondicherry – 605 008, India.  
 Phone : +91 413 4212124  
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 Email : info@integra.co.in

**Date: August 3, 2022**

Emp. Name : **GNANAMANI M**  
 Emp. No. : **IS8433**  
 Designation : **Sr. Programmer**  
 Delivery Unit : **New Products**

**Sub: Salary Revision**

We are pleased to inform you that, you are Promoted and placed in Level **1** of Band **4** and designated as **Tech Lead**. In view of this promotion, your gross salary has been revised from **Rs.101480/-** to **Rs.191980/-** per month (which also includes Market Correction of **Rs.45250/-** per month and a Retention Allowance of **Rs.45250/-** per month). Thus, your revised CTC will be **Rs.2455596/-** Per Annum effective **01<sup>st</sup> August 2022**. Detailed breakup is given below.

**COMPENSATION STRUCTURE**

COMPONENTS	Revised Salary (P.M)	Revised Salary (P.A)
Basic Pay	44019	528228
Dearness Allowance	1900	22800
HRA	58692	704304
Special Allowance	42119	505428
Retention Allowance for 2022	45250	543000
Gross Salary	<b>191980</b>	<b>2303760</b>
EPF Contribution	1800	21600
ESI / GMC & PA	158	1896
Gratuity Contribution *	2862	34340
Bonus */Exgratia#	583	7000
Performance Pay**	7250	87000
<b>CTC</b>	<b>204633</b>	<b>2455596</b>

\*As per Statute # As per Company Policy \*\*Quarterly Variable Pay

\* The Retention allowance is paid to encourage you to stay on with Integra in partnering with our business vision. The amount paid under this head will be fully recovered in case you decide to exit from the services of Integra before June 30, 2023.

All payments are subject to tax as applicable.

We would like to remind you that during the period of your employment with us, either employee or employer may terminate the employment by giving to the other 2 months' notice in writing or pay in lieu without assigning any reason thereof. You may notice that the Non-Disclosure Agreement & Non-Compete Agreement signed by you at the time of joining our services remain unchanged & reconfirmed hereby.

Your next appraisal will fall on **01<sup>st</sup> July 2023**.

*Please maintain the confidentiality of this communication.*

**For Integra Software Services Pvt. Ltd.**

**Received with acceptance**

**Authorized Signatory**

**Signature of the employee**

