



**LG Soft India Private Limited**

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Website: [www.lgsoftindia.com](http://www.lgsoftindia.com)  
CIN: U85110KA1998PTC023521

Mar 10, 2020

Mr. Ikramul Haq  
Employee No: SI004381  
Bangalore

Dear Ikramul,

We are pleased to inform you that your compensation is revised with effect from Jan 01, 2020.  
The details are in the attached Annexure.

All the other terms and conditions of your employment remain the same.

Ikramul, we take this opportunity to thank you for your contribution and support to the company's business and wish you continuing success.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Prakash Anand', with a stylized flourish at the end.

Prakash Anand  
Head – HR

	<b>Employee Name</b>	<b>Ikramul Haq</b>
	<b>Emp. No</b>	<b>SI004381</b>
	<b>Date of Joining</b>	<b>18-Aug- 2014</b>
	<b>Team</b>	<b>APP-1</b>
	<b>Grade &amp; Designation</b>	<b>G2-1-1, Sr. Research Engineer</b>

<b>I</b>	<b>Compensation Components w.e.f 01-01-2020</b>	<b>Amount</b>
	Basic	42,022
	HRA	16,809
	Flexi Benefits	20,000
	Special Allowance	21,182
<b>A</b>	<b>Gross Monthly</b>	<b>100,013</b>
<b>B</b>	<b>Annualized Monthly Gross</b>	<b>1,200,159</b>
	Company's contribution to PF (Annual)	60,512
<b>C</b>	<b>Annual Gross</b>	<b>1,260,671</b>

In addition, you will also be entitled to other Welfare Benefits as per prevailing policies:

<b>II</b>	<b>Welfare Benefits</b>	<b>Amount</b>
	Birthday & Diwali Gifts per annum	5,000
	Meal Vouchers per annum	26,400
	Medical Insurance premium for self & family upto 4 lacs per annum	10,429
	* Annual Gratuity @ 4.81% on Basic Salary	24,255
<b>D</b>	<b>Total</b>	<b>66,084</b>

<b>E</b>	<b>**Variable Pay</b>	<b>100,000</b>
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<b>III</b>	<b>CTC (C+D+E)</b>	<b>1,426,756</b>
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\* Gratuity payment is as per The Payment of Gratuity Act, 1972

\*\* Payment of Variable pay is based on the individual's performance & as per Variable Payout Policy.