



COMPENSATION & BENEFITS DETAILS			
<b>Name</b>	Tharun Kumar E	<b>D.O.J.</b>	19-Dec-2023
<b>Designation</b>	Trainee Software Engineer	<b>Band &amp; Level</b>	B1 L1
<b>1. Fixed Salary</b>		<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
1.1	Basic	12,500	1,50,000
1.2	House Rent Allowance	6,250	75,000
1.3	Special Allowance	3,841	46,095
	<b>Gross Monthly Salary</b>	<b>22,591</b>	<b>2,71,095</b>
<b>2. Retiral Benefits</b>			
2.1	Employer Contribution to Provident Fund	1,800	21,600
2.2	Gratuity ^		7,305
	<b>Fixed Cost to Company</b>	<b>25,000</b>	<b>3,00,000</b>
3.1	Retention Bonus **		50,000
	<b>Gross Cost to Company</b>	<b>29,166</b>	<b>3,50,000</b>
For <b>SecureKloud Technologies Limited</b>    <b>RAMESH SAMPATH S</b> <b>MANAGER – HUMAN RESOURCES</b>		<b>Accepted</b>    <b>Signature [E. THARUN KUMAR]</b>	

^ Gratuity amount is payable only where the employee completes 5 years of Continuous Services with the Company and as per the provisions of the Payment of Gratuity Act, 1972.

\*\*Retention Bonus for FY 23-24 is payable in full, which will be subjected to payment after completion of the 1st year, from the date of joining.