



Employee Code: 111262
Employee Name: Rajkamal Rajendran Pillai
Designation : Architect

Ref. No. : GDC/BLR/INCR/21/04/29
Dated : 27th April, 2021
Location : Bangalore

INCREMENT LETTER

Dear Rajkamal,

As an acknowledgement of your consistent performance and contribution towards the organization's growth, we would like to express our appreciation and commendation for all the passion and commitment you have exhibited.

In recognition of the same we are pleased to revise your Total Annual Compensation from ₹ 3200000/- to ₹ 3256400/- per annum, effective **01st April 2021**.

As communicated earlier, the Company Performance Linked Plan component has been withdrawn effective **April 1, 2021** and the CPLP amount of INR **135996** has been merged to your Personal Allowance.

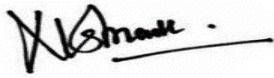
Heads	Monthly	Annual
Basic	81410	976920
HRA	40705	488460
Personal Allowance	80935	971219
*FBP	13084	157010
Monthly Gross (A)	216134	2593609
Retirement & Mediclaim Benefits (B)		
Company's Contribution to PF	9769	117230
**National Pension Scheme		0
Gratuity		46990
##Medical Insurance		10111
Sum of Retirement & Mediclaim Benefits (B)		174331
Variable Pay (C)		
#Variable Pay		488460
CTC (A+B+C)		3256400
*Flexible Benefit Plan (Reimbursement)		
Telephone	4500	54000
Vehicle	1800	21600
Meal Card	0	0
Business Promotion	0	0
LTA	6784	81410
Total	13084	157010
# Variable Pay compensation is linked to the company's variable compensation policy		
**National Pension Scheme: NPS can be availed in Three Slabs: 5%, 7% and maximum up to 10% of the Basic amount		
##Group Mediclaim Insurance premium amount is subject to change at the time of policy renewal.		

Private and Confidential

All other terms and conditions of your employment remains the same and will be governed by the company's HR policies prevalent at the time. The above shown information is strictly confidential and should not be discussed with anyone except Human Resource Group.

We wish you the very best for your future endeavors.

With Best Wishes

A handwritten signature in black ink, appearing to read 'Rajiv Naithani', with a horizontal line underneath.

Rajiv Naithani
Chief People Officer