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| --- | --- | --- | --- | --- |
| Employee Code: 111262 | | | Ref. No. : GDC/BLR/INCR/21/04/29 |  |
|  |  |
| Employee Name: Rajkamal Rajendran Pillai | | | Dated : 27th April, 2021 |  |
| Designation : Architect | | | 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As communicated earlier, the Company Performance Linked Plan component has been withdrawn effective April 1, 2021 and the CPLP amount of INR 135996 has been merged to your Personal Allowance.

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| --- | --- | --- | --- |
| 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



Rajiv Naithani

Chief People Officer

Private and Confidential