

## PERSONAL

June 28, 2018

**Prachi Joshi**  
**10419672**

Dear Prachi,

### **Compensation Review 2018**

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Our focus over the years has been to build a high-performance organization that stays focussed on its goals in an ever changing and challenging business environment.

With the intention of attracting and retaining talent we review our compensation on an annual basis to ensure our compensation remains competitive. We have now completed our annual compensation review for the year 2018-19. Each role has been reviewed and the revised compensation has been determined taking into consideration the complexity / criticality of the role, the market benchmark data and the performance of the respective individuals, to ensure that we offer a competitive package vis-à-vis the industry.

As an outcome of this exercise, we are pleased to inform you that your current annual Cost To Company of **INR 680,000/-** will increase to **INR 693,600/-** with effect from April 01, 2018 (see Annexure).

All other terms and conditions of your employment shall remain in accordance with the company policies.

Please note that your compensation is a confidential matter between you and the company and the same should not be disclosed by you. Any breach of this confidentiality is not acceptable and the Company may take appropriate action.

We would like to take this opportunity to thank you for your hard work and dedication in making 2017 a success for Ventura India. We look forward to your continued commitment in delivering the business objectives of 2018 and beyond.

Best Wishes,

**For Ventura India Private Limited**



**Sarveshwar Vaidya**  
**Authorised Signatory**

### **Classification: Confidential**

## Annexure

**Emp. Name : Prachi Joshi**  
**Emp. Code : 10419672**  
**Designation : Software Engineer**

Components of Pay	Per Month	Per Annum
<b>(A) FIXED COMPONENTS</b>		
Basic Pay	20,230	242,760
House Rent Allowance	10,115	121,380
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Statutory Bonus	2,000	24,000
Personal Pay	20,177	242,129
<b>Total Fixed Pay (TFP)</b>	<b>55,372</b>	<b>664,469</b>
<b>(B) RETIRALS</b>		
Provident Fund (12% of Basic)	2,428	29,131
<b>Cost to Company (CTC)</b>	<b>57,800</b>	<b>693,600</b>
<b>Note:</b> <ol style="list-style-type: none"> <li>Monthly Salary is subject to deduction of Professional Tax, ESIC and Income Tax (as applicable)</li> <li>All other terms &amp; conditions remain unchanged.</li> </ol>		

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