

**LETTER OF INCREMENT** (Private and Confidential)**Dear Kavya Bhat (Employee ID – 071)**

We take this opportunity to congratulate you and express our appreciation for your valuable contribution towards achieving AE's goals and objectives. We are confident that you will continue the good work in the same spirit of commitment and sincerity and grow with our organization. In order to attract and retain a high-performance team, Analytic Edge has designed a compensation program to provide fixed pay along with a competitive bonus structure.

Consequent to the review of your performance for the year 2020, we take great pleasure in sharing your 2021 annual compensation which is outlined below **with effect from 1<sup>st</sup> April 2021**. Accordingly, your designation for the year will be **Associate Consultant**.

Revised Compensation Details (in INR)	
Fixed Pay	Rs. 380,000
Individual Performance Bonus	Rs. 33,778
Company Performance Bonus	Rs. 8,444

**Terms and Conditions:**

**Revision Amount:** The revised compensation package has been customized for you taking into consideration your performance, company policies and related factors.

**Confidentiality:** Your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.

All the other terms and conditions remain unchanged as per your appointment letter.

We look forward to your Valuable contributions and wish you all the very best for a rewarding year ahead.

Sincerely,



Bhagyalaxmi Sutar  
Human Resource Business Partner  
Analytic-Edge Pvt. Ltd.

Dated: 30<sup>th</sup> April, 2021

Proprietary and Confidential