

1<sup>st</sup> April, 2024

Mr. Kashiram Dilip Dalvi  
DBSL / 10414

Dear Kashiram,

The Management is pleased to inform you that your remuneration has been revised as per attached Annexure effective 1st April, 2024.

We would like to highlight that the Company had also undertaken a simultaneous compensation rationalization process. The cumulative effect of the appraisal and the compensation rationalization process is reflected in the revised Annexure.

The tax liability on perquisites will be as per the Income Tax Act and rules. You may have to file necessary information / undertaking in writing with the Salary Section in the Accounts Department regarding permissible exemptions under Income Tax Act.

All other terms and conditions of your service remain unchanged.

You are required to maintain all information pertaining to your compensation package with utmost confidentiality.

Any breach of this requirement will attract stringent action.

Please sign and return the duplicate copy of this letter in acknowledgement.

With best wishes,

Warm Regards,  
For Datamatics Business Solutions Ltd

*Deepali Shetty*



Deepali Shetty  
General Manager - Human Resources

**Emp. No.: DBSL / 10414**
**Name: Kashiram Dilip Dalvi**
**ANNEXURE TO INCREMENT LETTER FOR SALARY & PERKS**

DETAILS	As on 31st March, 2024		Revised w.e.f.1st April, 2024		PAYABLE
Grade	M01		M01		
Designation	Associate Officer - Web Designer		Associate Officer - Web Designer		
	Monthly (Rs.)	Annually (Rs.)	Monthly (Rs.)	Annually (Rs.)	
Basic	3525	42300	3725	44700	MONTHLY
House Rent Allowance	1763	21156	1863	22356	MONTHLY
Personal Allowance (*)	3200	38400	5325	63900	MONTHLY
Special Allowance (*)	3200	38400	5325	63900	MONTHLY
Bonus (&)	3000	36000	3000	36000	MONTHLY
Gross payable salary	14688	176256	19238	230856	
Performance Pay (**)	1748	20975	2275	27300	MONTHLY
Total Gross Payable Salary	16436	197231	21513	258156	
Retiral Benefits					
Co' s ESI	478	5736	626	7512	
Prov. Fund Contribution (12%)	423	5076	447	5364	
Gratuity (as per Gratuity Act)		2034		2149	
Total CTC		210077		273181	

(\*) Personal Allowance / Special Allowance can / will be merged / re-adjusted with any other allowance / perks in revision / restructuring of the existing compensation structure.

(&) Bonus is applicable as per the Bonus Act, 1965.

(\*\*) Performance Pay would range upto Rs. 35490/- p.a. (@ 130%). The incentive payment is contingent on performance payment metrics which will be communicated to you and is subject to your being employed with the company on the date of the incentive payout.

**N. B.:** Company makes no commitment regarding the taxability or otherwise for any of the components of salary and perks, which can vary from time to time based on prevailing Tax Laws, and on the basis of which tax will be deducted at source.

I have read the above details of salary along with the notes which have been explained to me in detail and I accept the same.

**Employee:**

Name: Mr. Kashiram Dilip Dalvi

**For, Datamatics Business Solutions Ltd**

Deepali Shetty

General Manager - Human Resources


 Deepali Shetty

Signature:

Date:

Signature:

Date:

**Datamatics Business Solutions Limited**

(formerly known as Datamatics Financial Services Ltd)

Regd. Off.: Plot No. B-5, Part B Cross Lane, MIDC, Andheri (East), Mumbai – 400093, India.

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