

22 February 2024

**Name: Srikanth Kotakonda**  
**Employee ID: 00040052131**

Dear **Srikanth**,

Congratulations! We are pleased to inform you of your promotion.

As a result of the above, your new Job grade and designation would be as under:

- **Job Grade: P2**
- **Designation: Lead Engineer**

Consequent to your promotion, your annual Cost to Company (CTC) has been revised to **INR.998761/- (Rupees Nine Lakhs Ninety Eight Thousand Seven Hundred Sixty One Only)** per annum with effect from 01 January 2024 as per applicable rules of the company.

The details of your revised compensation and benefits are as per Annexure I enclosed.

Incidence of income tax on the above would be borne by you.

Your compensation and benefit details are strictly confidential and you are advised to maintain strict confidentiality about the same.

All other terms and conditions of your employment remain unchanged.

We thank you for your efforts and look forward for your continued contributions to the growth of Collins Aerospace.



**Rajul Sharma**  
**Director - Human Resource**

Annexure I : Compensation Structure – Effective 01 January 2024		
Employee Name	Srikanth Kotakonda	
Employee ID	00040052131	
Job Grade	P2	
Designation	Lead Engineer	
Sl. No.	Components	Salary Per Annum (INR)
<b>Fixed Components</b>		
1	Basic Salary	399504
<b>Flexi Benefits Plan (FBP)</b>		
2	Total of FBP	532100
<b>Retirals</b>		
3	Provident Fund (12% of Basic Salary)	47941
4	Gratuity (4.81% of Basic Salary)	19216
<b>Cost To Company (CTC)</b>		<b>998761</b>
5	Incentive Pay Plan 5.50% of (Basic+FBP)	51238
<b>Total Cost To Company (TCTC)</b>		<b>1049999</b>

**Note:** Apart from the above, all other employee benefits remain unchanged.



**Rajul Sharma**  
 Director - Human Resource