

August 14, 2018

Name : Kushal Pal

Employee Id : VAM 2418

Sub: Compensation Revision Letter

Dear Kushal Pal,

We respectfully acknowledge the contribution made by you and are pleased to inform you that in recognition of your overall performance in the **Digital and Cloud Solutions LoB**, your CTC has been revised to INR 1,127,500 per annum with effect from May 01, 2018.

Please find Annexure-A, with the new compensation breakup details. The information related to your compensation is confidential and should not be discussed/disclosed to any other employee. All other terms of your employment continue to remain the same.

As you are aware, ValueMomentum has been organized into multiple LoBs, for building further depth and maturity in our services and relationship with our clients.

Digital and Cloud Solutions LoB helps customers take a holistic approach to cloud adoption—from advisory to build, from migration to management, from automation to orchestration—that accelerates a customer's move to the digital world. Your role in Cloud computing will have a transformational effect on enterprise IT while serving as a catalyst for business innovation.


We take the opportunity to thank you for your commitment and contribution in achieving our goals. We further hope you would contribute your best towards the path of excellence we chose to service our customers.

Wishing you a long and rewarding career with ValueMomentum.

For ValueMomentum Software Services Private Limited,



Umadevi Gogineni
Chief People Officer

ValueMomentum Software Services Pvt Limited				
Annexure A - Compensation Stack-up				
Name	Kushal Pal	Emp No	VAM 2418	
Current Designation	Senior Software Engineer	Revised Designation		
Current Grade	A5	Revised Grade		
LOB	Digital and Cloud Solutions			
Sl.No	Components	Current till Apr-2018 (INR)	Revised from May-2018 (INR)	Increase (INR)
1	Basic	23,125	25,688	2,563
2	HRA	9,250	10,275	1,025
3	Special Pay	33,113	36,277	3,164
4	Conveyance	1,600	1,600	0
5	PF Contribution	1,800	1,800	0
6	Gratuity (payable as per gratuity act)	1,112	1,235	123
	-	-	-	-
	Total (A)	70,000	76,875	6,875
	Flexible Benefits			
7	Sodexo	2,500	2,500	0
8	Medical	1,250	1,250	0
9	LTA	3,333	5,000	1,667
	Total (B)	7,083	8,750	1,667
	Grand total (A + B)	77,083	85,625	8,542
	Increase Monthly (Rs.)			8,542
10	Annual Incentive (Payable Half Yearly)			
	Fixed Component	0	0	0
	Variable Component	100,000	100,000	0
Current Compensation			₹	1,024,996
Annual Increment			₹	102,504
Increase yearly (%)				10.00%
Total revised compensation			₹	1,127,500
Eleven Lakh Twenty Seven Thousand Five Hundred				
for ValueMomentum Software Services Pvt Limited				
				
Chief People Officer				
Note: Compensation information is private and confidential.				