

12th September 2025

Name: Mahadev Mohanan
Employee Number: THI2202919

Dear Mahadev Mohanan

Sub: Salary Increase FY 2025 – 26

Congratulations!

We thank you for being a part of the organization and are happy to have you with us.

Based on your performance assessment from 1st April 2024 to 31st March 2025, we are pleased to recognize your **Strong Contribution** and your expected future impact on the organization. As a result, you have been promoted from **A – L1, Junior Analyst** to **A – L2, Test Engineer** with an increase in your total compensation effective **1st July 2025**. Please find the updated compensation details in the attached annexure.

This promotion is a testament to your hard work, dedication, and the value you bring to the team. We believe that your new role as an **A – L2, Test Engineer**, will provide you with exciting opportunities for professional growth and development. We are confident that you will continue to excel in your responsibilities and contribute significantly to the success of the organization.

We thank you for your contribution to the company and thank your family for all your hard work, sacrifice and commitment.

Once again, congratulations on your well-deserved promotion. Looking forward to seeing utmost loyalty, commitment and dedication for the year 2025-26.

All other terms and conditions will remain unchanged.

Please acknowledge by signing the attached copy of this letter.

Thank you once again for your valuable contributions.
Thanking You,

For Testhouse India Pvt. Ltd.

Sameer Saidu
Senior Test Lead

ANNEXURE 1

Name	Mahadev Mohanan			
Employee ID	THI2202919			
Location	India - Trivandrum			
DOJ	2/1/2022			
	Present		Effective 1st July 2025	
Designation	Junior Analyst		Test Engineer	
Band Level	A - L1		A - L2	
Compensation Break-Up	Monthly (INR)	Annual (INR)	Monthly (INR)	Annual (INR)
Basic	11,667.00	140,004.00	12,833.48	154,001.76
Conveyance Allowance	1,600.00	19,200.00	1,600.00	19,200.00
HRA	4,667.00	56,004.00	5,133.39	61,600.70
Medical Allowance	1,250.00	15,000.00	1,250.00	15,000.00
Special Allowance/ Flexi Pay	4,572.00	54,864.00	5,659.80	67,917.64
*Retention Pay	3,451.00	41,412.00	3,451.00	41,412.00
Gross Salary	27,207.00	326,484.00	29,927.68	359,132.10
Provident Fund Contribution as per Act (Employer's Contribution)	1,400.00	16,800.00	1,540.02	18,480.21
**Gratuity	560.00	6,720.00	616.01	7,392.08
PF + Gratuity Total	1,960.00	23,520.00	2,156.02	25,872.30
Total Compensation Opportunity	29,167.00	350,004.00	32,083.70	385,004.40
***Loyalty Bonus				12,000.00
Cost to Company	29,167.00	350,004.00	32,083.70	397,004.40

For Testhouse India Pvt. Ltd.

Sameer Saidu
Senior Test Lead

*****Loyalty/ Retention Bonus:**

Loyalty bonus will be paid along with July 2026 salary subject to the following conditions.

Conditions:

- 1.The Employee should be on the payroll of the company on 31st July 2026.
- 2.The Employee should not be on Notice Period (separation) as on 31st July 2026.

Key Benefits and terms & conditions

1. You will be eligible for an accidental insurance coverage of **20,00,000** INR.
2. You and your family will be eligible for medical insurance coverage of **200000** INR (medical coverage for yourself, your spouse and up to two dependent children, in keeping with the Testhouse policy and the applicable statutory provisions).
3. You will be eligible for Term Insurance with a minimum coverage of **10,00,000** INR or three times your annual CTC, whichever is higher.
4. You will also be eligible for 12 Privilege Leave, 6 Casual Leave, 6 Sick Leave annually.
5. Paternity leaves are 5 days as per the company policy.
6. Maternity leaves as per the Maternity Benefit Act 1961.
7. Marriage leaves and Sterilization leaves as per the company policy.

Benefits and terms & conditions can be revised at Management's discretion at any time.

***Retention Pay –**

In case you separate the services of the company for whatever reasons, before completing the **9 Months** from the date of receipt of this amount, you will be liable to return the retention amount paid to you. (**Month on Month basis**).

Employees who have already completed **three or four years** since receiving the retention pay will be governed by the new policy, which will apply accordingly.

**** Gratuity: -**

1. Your entitlement to the payment of Gratuity will be governed as per the statutory provisions of the Payment of Gratuity Act, 1972. (5 Years of continuous service with the company).

***** Variable Pay / Bonus: -**

1. Will be based on the performance of the organization / SBU & Individual Performance, as per the policy which will be defined from time to time. Please connect with your manager for your Individual targets and achievable.
2. To receive the same, you should be active in the system till the end of the variable pay period (till the last working day of the quarter).

Notice period:

Your notice period on separation from the company will be three months or three months' salary in lieu of notice subject to the approval of the management.

For Testhouse India Pvt. Ltd.

**Sameer Saidu
Senior Test Lead**

I have read, understand, and agree to the terms of this letter.

Employee Signature

Employee Name

Date