



Date: 28 April 2023

Ref.No: RTSR01929

Name : Nagamanikanta Ayyala  
Employee No : RT03531

Dear Nagamanikanta Ayyala,

We wish to inform you on the changes being made to the CTC structure effective this financial year. The proposed changes are being made to the portion allocated to the medical insurance. This year the medical insurance premium has undergone a change and the new amount for medical insurance shall be INR. 10,800/- for self and INR. 26,400/- for self + parental insurance.

Please note there shall be no change to the over CTC. These changes shall be made effective from 01 April 2023. Your CTC (Cost to Company) inclusive of Variable Pay is **Rs. 900,000** per annum.

Compensation break-up for “**Nagamanikanta Ayyala**”, RT03531

CTC (per annum) in INR.	900,000
Gross Component Amount (per month) in INR	65,751

Gross Component			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION (INR)	YEARLY REMUNERATION (INR)
Basic	Fixed	22,500	270,000
HRA	Fixed	9,000	108,000
Conveyance	Fixed	1,600	19,200
Medical Reimbursement	Fixed	1,250	15,000
LTA	Fixed (R)	1,875	22,500
Other Allowances	Fixed	29,526	354,312

Variable Pay and Medical Insurance			
COMPONENT NAME	NATURE OF COMPONENT	MONTHLY REMUNERATION (INR)	YEARLY REMUNERATION (INR)
Medical Insurance	Fixed	2,200	26,400
Individual Variable Pay	Fixed	4,167	50,004

Retiral Contributions		
COMPONENT NAME	MONTHLY CONTRIBUTION (INR)	YEARLY CONTRIBUTION (INR)
Employer PF	1,800	21,600
Gratuity	1,082	12,984

\*\*\* Employee Contribution to PF, PT and TDS shall be deducted from the monthly Gross Salary.

Variable Pay is a **component** that is **paid annually (Financial year)** to employees who are in the rolls of the Company as on March 31, 2024. Employees who have resigned and serving notice period (as on March 31, 2024) will not be eligible for any Variable Pay.

**Robosoft Technologies Private Limited**

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Corporate ID No.: U72900KA2000PTC027961

All other terms and conditions of your employment remain unaltered.

**Variable Pay** is calculated solely based on your **Performance Rating/ KRA** as applicable, for FY 2023-24.

Your compensation details are strictly confidential and should not be shared with anybody else in the company or outside.

Best Regards

A handwritten signature in black ink, appearing to read 'Anitha D. Aiyappa', written diagonally.

Anitha D Aiyappa

**VP- Human Possibilities**