

Private and Confidential

24-Dec-19

Employee Name: Kiran Nelloru
Employee Id: 3448

Congratulations!

At Altimetrik, we pay competitively while also differentiating pay based on individual performance. Annually managers review each employee's compensation and make pay decisions based on comparisons to the market, individual and organization's performance.

We are pleased to inform you that your annual compensation stands revised from **INR 1,294,944.00** to **INR 1,398,540.00** with effect from **01-Nov-2019**.

The details of your revised annual compensation are presented in the attachment Annexure A

All other terms and conditions remain unchanged

Please keep the details of your compensation confidential.

We take this opportunity to thank your family for supporting you to deliver your best at Altimetrik.

Best Regards
For Altimetrik India Private Limited

Geetha Thiagarajan
Head - Human Resources

ANNEXURE A

DESCRIPTION	CURRENT	NEW
Effective Date	01-Nov-2018	01-Nov-2019
Designation	Staff Software Engineer	Staff Software Engineer
Level	IC2 - A	IC2 - A
Annual Basic Pay	485,340.00	524,172.00
Annual House Rent Allowance	242,676.00	262,092.00
Annual Leave Travel Allowance	80,892.00	87,360.00
Annual Flexible Benefit Plan	391,248.00	423,588.00
Annual Meal Voucher	13,200.00	13,200.00
Annual Statutory Bonus	0.00	0.00
Annual Gross Salary	1,213,356.00	1,310,412.00
Annual Performance Incentive	0.00	0.00
Annual Employer's Contribution to Provident Fund	58,236.00	62,904.00
Annual Employer's Contribution to ESI	0.00	0.00
Annual Gratuity	23,352.00	25,224.00
Annual Cost To Company	1,294,944.00	1,398,540.00

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Altimetrik's compensation plans and programs, which may be changed or withdrawn at the sole discretion of Altimetrik, based on company policy and applicable law. If you believe the data shown is in-accurate, please notify your Manager/HR Business Partners. This statement contains personal information, please handle appropriately