Lr. No.AFPL/HR/APA/2019/24753 Date:01/07/2019

Dear Ms.Vidisha Mot,

Greetings!!

I am happy to share with you once again while your annual performance appraisal has been completed and it is the time for getting your new pay scale. No doubt the excitement of people is equally transferring to me and inspiring me to unite few words in this journey.

The way a team plays determines its success, and this is what we need in order to become successful. We always believe that individuality counts but teamwork dynamites. It has been a good year for us, in terms of business as well as productivity of our people. Incredible things happen with teamwork and it is the potential to work together towards a common vision. It is the fuel that allows common people to attain uncommon results. Things change when everyone in the team has equally invested in the overall objective and goal. Annapurna has always been an exciting place to work at and each passing year has brought new milestones to cross.

During the FY 18-19 Annapurna as an organization witnessed incredible growth which has contributed in building a sustainable and profitable business model for years to come. Annapurna, over the years, has continued to innovate in its products and delivery mechanisms, to make the whole product life cycle of micro-credit as relevant as possible for its clients. Along with Microfinance loans we focused on our other range of product lines like affordable housing, Micro enterprise loans and Dairy development loans.

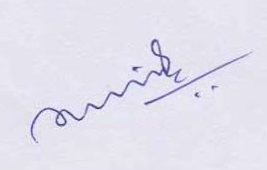
In this stiff time also, we could manage to flourish and tap more rural families and have further expanded our presence in the states of Himachal Pradesh & Tamil Nadu. During the FY 18-19 Asian Development Bank has extended its equity support to Annapurna Finance leveraging financial access for women in rural India.

Subsequent to the review of your performance and keeping in view your efforts and contribution to the organization during the FY 18-19, we would like to express our gratitude by rewarding you with a hike in compensation. Your CTC has been revised to INR **<501060> (Rupees Five Lac One Thousand Sixty Only)** w.e.f. 1st June’19. Your achievements have been integral to our success and we deeply applaud that.

Congratulations on your achievement. Your skills are unmatched, your knowledge is priceless, and your experience is valuable. We are fortunate to have you as part of our team and wish to do so for years to come. We appreciate the efforts put in by you and expect that you would continue to take up the new challenges with same enthusiasm in the future as well. Keep up the good work. We look forward to your worthy contributions and wish you all the very best for a rewarding career with the organization.

With all good wishes to you & your family!

Best Regards,



Mr. Gobinda Chandra Pattanaik

Managing Director

Annapurna Finance Private Limited.

***Annexure I*:**

**Name:** Vidisha Mot

**Employee ID:** 8938

**Designation (HR Band):** Manager

**Role:** Manager

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Cost to Company (Per Annum)** | **Rupees Five Lac One Thousand Sixty Only** | | | |
| **Earnings** | **Particulars** | **Yearly Amount(in INR)** |  | **Monthly Amount(in INR)** |
| Basic | 158400 | 13200 |
| HRA | 94608 | 7884 |
| Allowances | 63840 | 5320 |
| Bonus | 31680 | 2640 |
| **Gross Salary** | **348528** | **29044** |
|  | | | | |
| **Deductions** | **Particulars** | **Yearly Amount(in INR)** |  | **Monthly Amount(in INR)** |
| Provident Fund(calculated on EPF Wage@<EPF Wage>) | 21600 | 1800 |
| ESIC | 0 | 0 |
| Professional Tax | 2004 | 167 |
|  | **Total Deductions** | **23604** | **1967** |
| ***Net Pay*** | | 324924 | 27077 |
|  | | | | |
| **Other Benefits (B)** | **Particulars** | **Yearly Amount(in INR)** |  | **Monthly Amount(in INR)** |
| EPF, EDLI & EPF Admin Charges (Employer Contribution) | 23424 |  | 1952 |
| ESIC (Employer Contribution) | 0 |  | 0 |
| GTI Premium | 1608 |  | 134 |
| Health Insurance Premium | 11880 |  | 990 |
| Gratuity(Employer Contribution) | 7620 |  | 635 |
| **Total Amount** | **44532** |  | **3711** |
|  | | | | |
| **Variable Pay (C)** | **Achievement Grades** | **Yearly Amount(in INR)** |  | **Monthly Amount(in INR)** |
| A | 108000 | 9000 |
| B | 72000 | 6000 |
| C | 48000 | 4000 |
| **Cost to Company (A+B+C)** | | **501060** |  | **41755** |
| **Annual Cost to Company** | | **Rupees Five Lac One Thousand Sixty Only** | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Please Note:** | |  |  |  |  |
|  |  |  |  |  |  |
| 1. Allowances are inclusive of Personal Allowance, Canteen Allowance, Attendance Allowance, Washing & Dress Maintenance Allowance, Medical Allowance & Conveyance Allowance as per the policy. | | | | | |
| 2. Gratuity will be applicable only after completion of 5 years of service. | | | |  |  |
| 3. Group Health Insurance and Group Term Insurance are applicable from your date of appointment. | | | | | |
| 4. Income Tax (if applicable) will be deducted as per income tax norms.  5. Variable Pay (If applicable) depends on the grade received on the basis of performance.  6. Welfare fund (If applicable) will be deducted. | | | | | |
|  |  |  |  |  |  |