

23-Apr-2022

**PRIVATE AND CONFIDENTIAL**

**Pradeep Kumaraswamy**

**ZS-0125**

Dear Pradeep,

On behalf of the entire management at Zuci, I would like to express our sincere thanks and admiration for your sincere efforts. We appreciate everything that you have done over the past year amidst the COVID-19 pandemic. The hours you have spent working here, and the professionalism you have presented in delivering your work commitments shows you are a true "Zengineer". Your act has inspired and motivated all of us.

Consequent to the review of your performance during the year 2021, we are pleased to inform you that, w.e.f. **1<sup>st</sup> April 2022**, you are promoted to **Senior Software Engineer** and compensation is being revised to **INR 900000 per annum**, the details of which are in **Annexure A** of this letter. We congratulate you on your well-deserved promotion for good work. The other terms and conditions of your employment remain unchanged. We look forward to your valuable contributions and wish you all the very best for a rewarding career with Zuci.

Please note that the contents in this letter are privileged and private to you and you are required to maintain this information in full confidence. Any details of this letter should be discussed only with your manager.

We congratulate you on your good work and wish you success for all the years to come. Let us work together to ignite a bold and better future for us as a family.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Varalakshmi R", written over a horizontal line.

**Varalakshmi Ramasubramanian**  
**Assistant Manager- HR**



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**ANNEXURE A**  
**REVISED COMPENSATION**

In recognition of your performance and valuable contribution, we hereby share you revised compensation.

Please note the points with respect to the salary structure given below:

1. These changes are subject to company policies, all other terms and conditions with respect to your service shall remain unchanged.
2. Please note that your compensation structure is personal to you and hence request not to share the details of the same with others.

<b>NAME</b>	<b>Pradeep Kumaraswamy</b>
<b>TITLE</b>	<b>Senior Software Engineer</b>
<b>COMPONENT</b>	<b>AMOUNT (INR PER ANNUM)</b>
<b>FIXED</b>	
Basic Salary	427500
HRA	213750
Special Allowance (**includes Zuci Flexi Components)	141887
<b>TOTAL FIXED EARNINGS (A)</b>	<b>783137</b>
<b>VARIABLE PAY</b>	
<b>PERFORMANCE BASED VARIABLE PAY (B)</b>	<b>45000</b>
<b>RETIREMENT BENEFITS</b>	
Provident Fund Employer	51300
Gratuity	20563
<b>TOTAL RETIREMENT BENEFITS (C)</b>	<b>71863</b>
<b>TOTAL CTC (A+B+C)</b>	<b>900000</b>

\*\* Zuci Flexi Components plan is a basket of various allowances/ expenses considered for Income Tax exemption.

The company values your contribution, recognise the criticality and importance of your continued contribution to its business success. We wish you success and satisfaction in your career ahead with Zuci.