



**CONFIDENTIAL**

Reference No: **1195960M042023-1**

Date: **April 25, 2023**

Employee No.: **131557**

Dear **Pradip**,

Last year we made considerable progress as a company. We tapped into significant new business opportunities, maintained our rapid growth trajectory, reaffirmed our commitment to our Core Values, and delivered outstanding results for our clients.

This was made possible because of the contributions from each one of you and our shared values which have guided our success in every area. Our 2023 Annual Merit Review has been concluded & we are pleased to inform you that your annual compensation has been revised to **INR 23,71,205/-**, effective **April 1, 2023**.

Your compensation is a subject matter of extreme confidentiality. Sharing your compensation details with anyone other than authorized HR person, your reporting manager or respective unit head is strictly prohibited and falls under zero tolerance policy of the company.

All other terms and conditions of your employment remain unchanged. In case of any clarification with regards to your salary or benefits, please feel free to get in touch with your manager or your respective HR Business Partner.

We look forward to your continued success and contributions in further strengthening our position as the world's leading digital transformation solutions company.

Sincerely,

**Camie Shelmire**  
**Chief People Officer**

This is a system generated letter and does not require any physical signature.

## ANNEXURE 1

**Pradip Adhav**  
**Band - A1**  
**Effective Date: Apr 01, 2023**

COMPONENT	Revised Compensation (in INR p.m.)	Revised Compensation (in INR p.a.)
Basic	79,040	9,48,482
House Rent Allowance	31,616	3,79,393
Special Allowance	81,342	9,76,108
<b>Gross Salary</b>	<b>1,91,999</b>	<b>23,03,983</b>
<b>Retiral Benefits</b>		
Company's Contribution to PF	1,800	21,600
Company's Contribution to Gratuity (@4.81% of Basic)	3,802	45,622
<b>Cost To Company (CTC)</b>	<b>1,97,600</b>	<b>23,71,205</b>

Note:

- Please refer the Bonus Pay Policy on our intranet for further details (If applicable).
- Income Tax and other statutory deductions will be as per the local Laws/ Acts.
- Flexible benefits will be considered as per the payroll portal.