



Merit Communication

Name: Raghulmuthu Ac
SAN ID: 889001679
Department: Application Development
Designation: Engineer 1

Dear Raghulmuthu,

Congratulations, we are pleased to award you a **8%** increase to your total gross salary effective 1 April 2018.

<u>Old Gross Pay</u>	<u>New Gross Pay</u>	<u>Change Amount.</u>
5,45,000	5,88,600	43,600

New Salary Structure	
	Annual Salary (INR)
Basic	2,35,440
House Rent Allowance	94,176
Special Allowance	2,30,731
Employer's Provident Fund (PF) contribution @ 12% of Basic Salary	28,253
	5,88,600
TOTAL GROSS SALARY	
Incentive Compensation** ('performance based bonus program') @ 5%	29,430
** Incentive Compensation ('performance-based bonus program') 5% of Gross Salary, and will be paid out at the end of the appraisal cycle if the Company meets performance benchmarks and provided the Employee is on the rolls on the company on the date of pay-out.	