

REF: TVPL/2022-23/HRD/0079
DATE: May 30, 2022

EMP CODE: TV0437
EMPLOYEE NAME: Mr. Rajasekhar Kunati
DEPARTMENT: Application Development
DESIGNATION: Senior Programmer (UI Designer)

Dear Mr. Rajasekhar,

Transparent Value Management thanks you for your contribution & commitment to the Company. We congratulate you on your accomplishments and extend deep sense of gratitude for your efforts.

In recognition of your contribution's during the last year, we are immensely pleased to inform you that your total Cost-to-the-Company has been revised to **Rs. 1,549,890** per annum with effect from **May 01, 2022**. Your compensation shall be inclusive of your Fixed Salary, Incentive Compensation and Provident Fund as displayed in the addendum - Annexure 1 (refer page 2).

All the other terms and conditions of your employment will remain the same as stated in the Employee Handbook / Employment Agreement.

We wish you all the best and trust that you would continue to perform your roles & responsibilities in your best efforts going forward for continuous growth and development of the Company.

For **Transparent Value Private Limited,**



Mr. Sujay Shyamkant Talathi
Chief Administrative Officer – India

ANNEXURE 1

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REVISED COMPENSATION STRUCTURE EFFECTIVE MAY 1, 2022	AMOUNT (RS.)
Basic Salary	693,000
House Rent Allowance	346,500
Conveyance	19,200
Special Allowance	278,400
Statutory Bonus	36,000
Food Coupons	15,000
Gross Salary	1,388,100
Provident Fund - Employer Contribution	21,600
NPS - Employer Contribution	0,000
Incentive Compensation (Refer Note 1)	140,190
Total Cost-to-the-Company	1,549,890

Note 1: You are eligible to earn the Incentive Compensation subject to your as well as the Company's Performance during FY 2022. Incentive Compensation shall be payable at the discretion of the Management. The same shall be paid subject to your continuation of employment with the Company as at March 31, 2023 OR at such time as the Management may deem fit. Incentive Compensation shall be paid after deducting applicable taxes and deductions, if any, as applicable.

Congratulations once again on your performance and wish you all the very best !!! Looking forward to your long term association with the Company.

For **Transparent Value Private Limited,**




Mr. Sujay Shyamkant Talathi
 Chief Administrative Officer – India