

Ref: TVPL/2023-24/HRD/0138

Emp Code : TV0437

Employee Name : Rajasekhar Kunati

Designation : Senior Programmer (UI Designer)

Department : Application Development

Dear Rajasekhar ,

Congratulations on completing a year with Transparent Value Private Limited.

Transparent Value Management thanks you for your contribution & commitment towards the Company and extend deep sense of gratitude for your efforts.

In recognition of your Annual Performance, we are immensely pleased to inform you that your Total Cost-To-Company has been revised to **INR 1,972,896** per annum with effect from **January 01, 2024**. Your compensation shall be inclusive of your Fixed, Variable Pay and Provident Fund as exhibited in Annexure 1 (refer page 2).

Apart from the fixed component, you will be eligible to receive a Performance Incentive of **INR 178,980** subject to your and the Company's performance during the forthcoming year.

In addition to the above revision in your Cost-to-the-Company, you shall also receive annual performance incentive of **INR 157,000** alongwith **March 2024** salary subject to your continuation of employment with the Company as on **March 31, 2024**.

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.

ANNEXURE 1

Ref: TVPL/2023-24/HRD/0138

Emp Code: TV0437

Employee Name : Rajasekhar Kunati

Revised Compensation Structure Effective January 1, 2024	Amount (INR)
Basic Salary	886,200
House Rent Allowance	443,100
Conveyance	19,200
Special Allowance	360,816
Statutory Bonus	48,000
Food Coupons	15,000
Gross Salary	1,772,316
Provident Fund - Employer Contribution	21,600
NPS - Employer Contribution	0
Performance Incentive (Refer Note 1)	178,980
Total Cost-to-the-Company	1,972,896

Note 1:

- i. The above mentioned Annual Performance Incentive is subject to
 - a. your as well as the Company's Performance during FY 2024.
 - b. your continuation of employment with the Company as on March 31, 2025.
- ii. Performance Incentive shall be paid at the discretion of the Management.
- iii. Performance Incentive 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