

**REF:** TVPL/2021-22/HRD/0025  
**DATE:** May 12, 2021

**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. 1,357,530** per annum with effect from **May 01, 2021**. 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

REF: TVPL/2021-22/HRD/0025  
 EMP CODE: TV0437  
 EMPLOYEE NAME: Mr. Rajasekhar Kunati

REVISED COMPENSATION STRUCTURE EFFECTIVE MAY 1, 2021	AMOUNT (RS.)
Basic Salary	492,000
House Rent Allowance	246,000
Conveyance	19,200
Special Allowance	405,180
Statutory Bonus	36,000
Food Coupons	15,000
<b>Gross Salary</b>	<b>1,213,380</b>
Provident Fund - Employer Contribution	21,600
NPS - Employer Contribution	0,000
Incentive Compensation (Refer <b>Note 1</b> )	122,550
<b>Total Cost-to-the-Company</b>	<b>1,357,530</b>

**Note 1:** You are eligible to earn the Incentive Compensation subject to your as well as the Company's Performance during FY 2021. 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, 2022 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