

01-October-2022

**RAVIKIRAN N**  
**LEAD SOFTWARE ENGINEER**

Dear Ravikiran N,

**SUBJECT: Salary Revision Letter**

We are happy to inform you that your salary has been revised as under effective 01-October-2022 and your new salary structure is as follows.

Salary Components	Revised (INR)
Basic Salary	137,300
House Rent Allowance	68,650
Flexible Allowance (as per Flexible Benefit Plan)	69,656
Employer contribution towards Provident Fund	16,476
<b>Total Salary per Month</b>	<b>292,082</b>
<b>Total Salary per Year</b>	<b>3,504,984</b>

1. In addition to the above, you will be eligible for "staff bonus" capped at 10% of total compensation which is a potential to earn extra on top of the total compensation and remains at Management discretion based on the performance of the company and the individual.
2. You will be covered under hospitalization Mediciam policy as per the company scheme.
3. The Gratuity payable is as per the payment of Gratuity Act. An employee will be eligible for gratuity only on completion of 5 years of continuous employment with the company. This will be paid as per the ceiling applicable under the said Act.
4. The Taxes will be deducted as applicable.
5. Compensation details shall be kept confidential and shall not be disclosed or discussed except HR or HOD
6. To avail merit and bonus payout, employee should not be serving notice. You must be in continuous employment of the Group throughout the fiscal year up to, and including, the date the bonus is paid. You must not have given notice to or received notice from the Company prior to the payment date to have an entitlement to payment earned under this Plan.

**smiths detection**

bringing technology to life

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All the other terms and conditions stipulated in the appointment letter remains the same.

Matters relating to remuneration are strictly personal and confidential between you and the company and should be treated as such.

We thank you for all your efforts and look forward for your continued support and commitment for the continued growth and development of the organization.

For **Smiths Detection Systems Pvt Ltd.**



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Sujata Yadav  
**HR Manager**