



SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

Ref:442813

Date: December 21, 2020

**Mr R Ravi Krishanan Nair**

C/o Susheela Nair, Devi Kripa, House No: 243-A, Ward No. 5, Bharanikavo North (Kayamkulam) , Alappuzha, Kerala  
India - 690503.

**Dear R Ravi Krishanan Nair,**

We are pleased to confirm our offer of employment to you as **Software Engineer** in Grade **G2** starting **March 8, 2021**. You are requested to report to the said address on **March 8, 2021**, not later than **9:00:00 AM**.

**LOCATION**

You will be based at **Pune**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

**COMPENSATION**

Your gross annual compensation package will be **Rs.900,000.00 (Rupees Nine Lakh Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

**MEDICLAIM INSURANCE**

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Regd. Office : Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076  
Tel : +91 22 3051 1000 Fax : + 91 22 3051 1111 CIN : U72900MH2002PTC138380 www.xoriant.com

**ANNUAL LEAVE/PUBLIC HOLIDAYS**

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**R Ravi Krishanan Nair**, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Aparna Srinikethan**  
MobileNumber: **9096320409**/email: **Aparna.Srinikethan@xoriant.com**.

**Sincerely**  
**For Xoriant Solutions Pvt.Ltd**

A handwritten signature in blue ink that reads 'R S Deshpande' with a stylized flourish at the end.

**Rakhi Deshpande**  
**Head-Talent Acquisition**

**Agreed & Accepted on**

**R Ravi Krishanan Nair**

**HR Signatory**  
**Actual Date of Joining:**

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**Rakhi Deshpande**  
**Head-Talent Acquisition**

**Agreed & Accepted on**

**R Ravi Krishanan Nair**

**HR Signatory**  
**Actual Date of Joining:**

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<b>Annexure A</b>		
<b>SALARY STRUCTURE</b>	<b>PER MONTH</b>	<b>PER ANNUM</b>
BASIC	22,500	270,000
HOUSE RENT ALLOWANCE	11,250	135,000
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	29,002	348,019
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
<b>A</b>	<b>66,969</b>	<b>803,619</b>
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	3,000	36,000
<b>B</b>	<b>4,250</b>	<b>51,000</b>
<b>C = A + B</b>	<b>71,219</b>	<b>854,619</b>
PROVIDENT FUND	2,700	32,400
GRATUITY	1,082	12,981
<b>D</b>	<b>3,782</b>	<b>45,381</b>
<b>CTC = C + D</b>	<b>75,000</b>	<b>900,000</b>

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**HR Signatory**  
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## **ANNEXURE B**

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **BASIC**

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

### **HRA**

HRA is given to the extent of 50 %of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

### **CONVEYANCE ALLOWANCE**

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

### **FIXED ALLOWANCE**

Taxable

### **MEAL COUPON**

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

### **GIFT CARD**

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

### **FLEXI PLAN**

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

### **MEDICAL ALLOWANCE**

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

### **LEAVE TRAVEL ASSISTANCE**

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

### **PROVIDENT FUND**

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.



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