

July 01, 2025

Emp. Name : Rutik Nilesh Sankapal

Emp. No. : IN591

Dear **Rutik**,

FY25 has been a year of transformation for NuSummit, shaped by our shared commitment to excellence, relevance, and lasting impact. As we enter FY26 with the strong backing of Investcorp, we are poised for a new phase of growth, innovation, and opportunity.

Your continued contributions remain vital to our journey, and we are pleased to share the outcome of your annual performance review.

Your performance for the appraisal period has been evaluated as “**A2 - Meets Expectation**,” and accordingly, your compensation has been revised effective July 01, 2025.

Please refer to Annexure-I for the detailed compensation structure and associated benefits.

We are proud to have you as a member of Team NuSummit and look forward to your continued contribution.

Warm regards and best wishes,



Vidya Sachin Thakur
Chief Human Resource Officer

Encl.: Annexure I

ANNEXURE I

Name	Rutik Nilesh Sankapal	Emp. Code	IN591
Designation	Trainee - Cloud Engineer	Grade	E10
w.e.f.	July 01, 2025		
	Compensation Head	Monthly	Annual
PART I	Fixed Components		
A	Salary		
	Basic	16,800	201,600
	HRA	1,680	20,160
	Statutory Bonus	3,360	40,320
	Executive Allowance	1,921	23,052
	Mobile Charges Reimbursement	500	6,000
	Total A	24,261	291,132
B	Retirals / Other Benefits		
	Employer Contribution to Provident Fund	2,016	24,192
	Gratuity	808	9,696
	Total B	2,824	33,888
	Total (PART A + PART B)	27,085	325,020
	Cost to Company (PART A + PART B)		325,020

Please note:

1. All Allowances / Bonuses / Incentives / Rewards / Benefits will be paid / reimbursed as per the Company policy. Employees who are on the rolls of the organization on the day of disbursement will be eligible for the same.
2. All employees are requested to keep themselves updated with changes announced in policies and procedures on the HRMS.
3. Payment of Gratuity will be in accordance with the Gratuity Act, 1972.
4. In case of any amendment in compliance law, the company reserves right to restructure the salary components keeping the CTC intact adhering to compliance.

In addition to the above:

The company provides the following benefits for their employees, the premium for which is directly paid by the company:

- a. Medclaim for employees and their eligible dependents (as defined by the company).
- b. Personal Accident Policy for the employees.