



Outlook

Performance Appraisal Sanjeet Jha

From Maverick <maverick@xenonstack.com>
Date Tue 1/21/2025 8:00 PM
To Sanjeet Jha <sanjeet.jha@xenonstack.com>
Cc Finance <finance@xenonstack.com>

Hi Sanjeet Jha,

We hope this email finds you well!

The organization has successfully completed a biannual **360-degree analysis** and generated the **Maverick score** based on three parameters: **Performance, Capability, and Capacity**.

We would like to inform you that, according to the analysis, you fall within the **B+** score range. (Range - A1 , A2 , A3 , A Potential, B+ , B- , C+ and C-)

As part of an organizational strategy aimed at **driving outcomes and values**, the organization has introduced new components with fixed salary i.e., **engagement, performance, and a growth bonus, and redefined the criteria**.

We are pleased to inform you that your **salary package** will be revised to **CTC ₹ 7,54,000/** with effect from **1st January 2025**.

Kindly refer to the **Detailed breakdown and Compensation Component Description** for more clarity, which includes:

- **Fixed Salary**
- **Engagement, Performance, and Growth Bonus** criteria and composition.

Frequency of release

- **Fixed Salary:** Monthly
- **Engagement Bonus:** Based on **Monthly** working on a Project/POC and Availability
- **Performance Bonus:** Based on **Quarterly** Target Rating (**A - 100 % , B - 50 % , C or Below - Zero**)
- **Growth Bonus:** Based on **Annual** Target Rating (**A: 100% , B: 50 % , C or Below: Zero**)

Detailed Breakdown

Component	Annual Amount	Amount	Frequency of Release
Fixed Salary	5,80,000	48,333	Monthly
Engagement Bonus	58,000	4,833	Monthly
Performance Bonus	58,000	14,500	Quarterly
Growth Bonus	58,000	58,000	Annual

Compensation Component Description

Type	Value	Type	Criteria
Engagement Bonus	10%	Individual	Minimum of 20 days worked with a total of 165 hours On Project: Project delivery must be on time No Project: Complete two PoC/Demo sprints on time
Performance Bonus	10%	Individual	Project delivery: Project delivery must be on time PoC delivery: PoC delivery must be on time

Growth Bonus	10%	Individual	Organization Revenue based if 50% revenue increased
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For Additional benefits such as insurance, off-shift allowance, and other Bonuses, kindly refer to the **Agile Execution Book**.

Please note that the above package, CTC, will be applicable for the **next year**; after this tenure, the package will be revised.

Please acknowledge this email with the confirmation within 3 working days (i.e., 23 January 2025 by 3 pm) of the revised package.

We hope you will continue to work with ever greater zeal and enthusiasm.

Thanks

With Gratitude



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