

**14 July 2022**

Employee Name: Santosh Raulo  
Employee Code: 29058057  
Company: Acuity Knowledge Centre (India) Private Limited

Dear Santosh,

Basis your performance, you have been awarded **advance bonus** (30% of 2022 Annual Bonus) of INR 64,872/- for 2022. Advance bonus paid has been pro-rated for number of days worked if you have joined between 1st January 2022 and 31st March 2022. The payment is subject to applicable taxes.


In order to earn and receive advance bonus award, you must remain actively employed by the Company (including not have given nor received any notice of termination) through the date on which bonuses are paid in the payroll.

In case you give or receive notice of termination before the February 2023 payroll, the Company shall recover gross advance bonus amount from your full & final settlement.

We wish you all the best for a highly rewarding and mutually beneficial career with Acuity and look forward to your continued support and commitment towards achieving organizational goals.

All other terms of employment in your letter of appointment will remain unchanged.

Yours sincerely,



**Avadhesh Dixit**  
**Chief Human Resource Officer**