

October 20, 2021

Sateesh Ganaparapu
60261
Technical Manager (M1)

Dear Sateesh,

We take this opportunity to congratulate you and express our appreciation for your valuable contribution in achieving company objectives. We are happy to inform you that your Total Cost to the Company (TCTC) has been revised to **INR. 23,91,560/- (Rupees Twenty Three Lakh Ninety One Thousand Five Hundred and Sixty Only) effective April 01, 2022.**

Below are the details of your revised compensation structure:

Annexure – I		
Sateesh Ganaparapu		
A. Salary	Per Annum (INR)	Per Month (INR)
Basic	813130	67761
House Rental Allowance (HRA)	325252	27104
Transport Allowance	20000	1667
Medical Reimbursement	20000	1667
Special Allowance	832843	69404
Gross Salary	2011226	167602
MPF	21600	1800
Annul Fixed Pay(AFB)	2032826	169402
Variable Pay	358734	
Total Cost to the Company (TCTC)	2391560	

- Special allowance comprises of tax saving components that may be chosen as per the 'Flexi Benefit Plan' applicable to your respective levels.
- Variable plan, an annual pay out, is indicative and actual award is dependent on various factors including your individual performance, your Team's performance and overall Organization performance. Any award made under the Variable plan is subject to you being in active employment and not even serving notice period at the time of pay-out.

You must maintain utmost secrecy with regards to compensation and it is highly individual and confidential matter, not to be discussed with any colleague (directly or indirectly). In case of any violation of confidentiality, appropriate disciplinary action will be taken.

All payments are subject to Income Tax deductions. Your employment is governed by the terms and conditions of your employment contract and Code of Conduct signed by you at the time of joining and there are no further changes to it.

For **Excelra Knowledge Solutions Pvt. Ltd**



Mahendra Pratap Singh
Vice President - Human Resources

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