

January 01, 2016

Name: Sonal Pathak

EMP ID: NTPL 0290

Dear Sonal,

It is our pleasure to inform you that based on your performance review in January 2016, you have been promoted to **Consultant II** and your salary and benefits stand revised with effect from **1 January 2016**.

Your next annual review will be January 2017 subject to 75% utilization of your time on projects else your appraisal will be deferred by 6 months to the July 2017 cycle.

Please refer to **ANNEXURE I** for your new compensation details. Your compensation as mentioned here supersedes any prior letter, discussions, undertakings or communications to you.

Congratulations and all the very best! We truly hope you will continue the good work and look forward to a mutually beneficial relationship.

Thanks & Regards,

Jayashree Jayanth

General Manager- Human Capital Management

Neudesic Technologies Private Limited

ANNEXURE I - COMPENSATION DETAILS

Name : Sonal Pathak

Designation : Consultant II

Effective From: January 01, 2016

Indicative Compensation Structure	
Compensation Component	CTC Details (₹)
Base Compensation	
Basic Salary	291360
HRA	116544
Special Allowance	211476
Conveyance Reimbursement	19200
Monetary Benefits	
Medical Reimbursement	15000
Food Allowance (Optional for tax exemption)	26400
LTA	29136
Insurance Benefits	
Health Insurance *	5000
Group Personal Accident Insurance**	276
Fixed Annual Compensation	714392
Retirement Benefits ***	
Employer PF Contribution	21600
Gratuity	14008
Total CTC per annum	750000

* Employee and five dependents (at an additional premium) are entitled to an insurance coverage of ₹2, 00,000 on floater policy under Health Insurance.

**Employee is entitled to an insurance coverage of ₹7, 00,000 under Group Personal Accident Insurance.

***Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.