



## PHOTON

Dear **Sriramachandramurthy K,**

Thank you for your continuing support as part of the Photon family and being an active contributor to the consistent growth that the company has witnessed over the last year.

As part of the **Annual Performance Review 2021**, employees who have joined Photon on or before **30-September-2021** are eligible for the salary revision.

Please find below the details of your performance review & salary revision.

### Performance Grade:

Your performance grading, as evaluated by your manager is **B**. Based on this grade, you have been awarded a salary increment of **4.1%** on your current CTC.

### Revised Salary Details:

PARTICULARS	MONTHLY	ANNUAL
Basic	Rs.86529/-	Rs.1038348/-
HRA	Rs.43265/-	Rs.519180/-
Other Allowances	Rs.37302/-	Rs.447624/-
Gross Salary	Rs.167096/-	Rs.2005152/-
Gratuity	Rs.4162/-	Rs.49944/-
PF (Employer's Contribution)	Rs.1800/-	Rs.21600/-
Flexi Reimbursement		Rs.0/-
Variable Pay *		Rs.109300/-
Revised Annual CTC		Rs.2186000/-

\* Paid on a bi-annual basis, subject to your Individual performance.

**Note:** This revision is subject to statutory deductions.

Your new salary is effective from **April 1<sup>st</sup> 2022**.

### Please make a note of the following:

1. No part of this letter is to be discussed or disclosed especially your salary details with co-workers or any third party. This is against the terms of your employment and you may be severely reprimanded including but not limited to termination of your employment.
2. Any employees who resign from the employment within 3 months from the effective date of salary revision shall become ineligible for the salary increase with retrospective effect.
3. You continue to be governed by the standard policies and procedures currently existing at Photon. Please refer to Intra-web for policies

Once again, thank you for your continued support and we look forward to another stellar year ahead.

Devi Sampath  
Associate Vice President - Human Resources

### PHOTON INTERACTIVE PRIVATE LIMITED

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