



SB3 Software Solutions Private Limited

Date: 28-12-2023

Subhradip Sinha

Sr. Quality Analyst

Dear Subhradip Sinha,

Subject: Performance Appraisal and Salary Review for the Year 2023

We are pleased to inform you of your performance appraisal results for the year 2023. Your dedication and contribution to SB3 Software Solutions have been commendable, and we would like to acknowledge your efforts.

Performance Rating for 2023:

Your performance has been evaluated as Meets Expectation (3), which reflects your hard work and commitment to your role and our organization.

Current Compensation Details for 2023:

- **Annual CTC:** INR 9,18,395.00
- **Variable Compensation:** INR 65,104.00 (based on your performance rating)

Revised Compensation for 2024:

In recognition of your performance, we are pleased to offer you a revised compensation package for the year 2024.

- **Incremented CTC:** INR 9,73,498.70
- **Expected Maximum Variable Compensation for 2024:** INR 97,349.87

(Subject to performance)

The total increment in your compensation for 2024 is approximately 13% when adding your 2023 variable compensation and salary increment.

Salt Lake Incubation Centre, Module No. C & D, 2nd Floor, Block EP & GP, Sector 5,
Bidhannagar, Kolkata-700091, Phone : +91 8902091151/52, E-mail : hr@sb3inc.com,

Website : www.sb3india.com

CIN : U72200WB2006PTC108841



SB3 Software Solutions Private Limited

Next Year's KPIs:

We believe in continuous growth and would like to discuss and mutually decide your Key Performance Indicators (KPIs) for the upcoming year. A meeting will be scheduled in January 2024 to set these objectives.

Please note that all terms and conditions of your employment, as outlined in your original employment contract, remain unchanged, except where explicitly mentioned in this letter.

We appreciate your contribution to SB3 Software Solutions and look forward to your continued success in the coming year.

For any queries or clarifications, please feel free to reach out to the Human Resources department.

Thanks

For **SB3 Software Solutions Pvt. Ltd.**

Mridul Chaudhuri
Director



Received & Accepted

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