



SB3 Software Solutions Private Limited

Ref: 2023/Rev/0015

Date: 27th February 2023

Mr. Subhradip Sinha,
Sheoraphuly, P S Serampore
District – Hooghly,
Odisha – 712223

Dear Mr. Sinha,

The Management is pleased to revise your salary w.e.f. **1st January 2023** in the following manner:

Item	Amount	Annual
Basic	13,716/-	1,64,592/-
H.R. allowance	12,344/-	1,48,128/-
City allowance	10,973/-	1,31,676/-
Conveyance allowance	10,973/-	1,31,676/-
Food Allowance	9,601/-	1,15,212/-
Other Allowance	8,810/-	1,05,720/-
Medical Allowance	2,970/-	35,640/-
Shift Attendance Allowance	5,500/-	66,000/-
Gross Salary (a)	74,887/-	8,98,644/-
Less : Provident Fund (b)	1,646/-	19,751/-
Less : Professional Tax (c)	200/-	2,400/-
Take Home Salary (a-b-c)	73,041/-	8,76,493/-
CTC (a +b)	76,533/-	9,18,395/-


In addition to above, you are also entitled to receive Variable Performance Pay at the end of the year 2023 which is purely attributable on the performance of the employee. The maximum amount that is payable under the Variable Performance Pay and on the basis of performance is Rs 91,840/-. Pursuant to add the amount of Variable Performance Pay, the **Total CTC** would be **Rs 10,10,235/-**.

By virtue of terms and conditions of the company, on acceptance of the above revision in your salary, you are required to sign an agreement for continuation of Service till December 2023 (Format Enclosed)

We recognize your contribution to the organization & look forward to your continued enthusiasm & value addition for the success of the organization.

Please note that salary is a confidential matter and should not be discussed with anyone.

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


Mridul Chaudhuri
Director

