



Ref No: GAVS/CRE/HR/US/FY 21-22/146

May 25, 2021

Employee Name : Uday Kumar Chippada

Employee ID : 103136

Dear Uday,

Thank you for being a member of the GAVS family. This has been the most trying of times and we would like to keep our colleagues and their loved ones in our thoughts. This crisis has made us more determined to make GAVS a more purposeful, and empathetic organization.

We would like GAVS to emerge as a company committed to AI, new technologies, automation, and work towards a "Gain Sharing Model" with our clients and ensure Customer Success.

We would like GAVS to focus on new Client Acquisitions this year and build some strong IP in Healthcare and other domains. We want to promote ZIF as a sustainable business unit and get some major orders in this area. Core of our revenue comes from existing Clients and we have to be relentless in Customer Success and grow our existing Clients. We shall work on providing you with a transparent employee experience and all our departments will strive towards transparency and keeping our employees first.

It is our vision to make GAVS a 3000+ employee company, and meet our projected revenue and earnings goal, and enhance the economic value of GAVS. Please share your suggestions and invest in the initiatives to make true our goals for FY 21 – 22 to "Go Big".

Based on your performance, your rating for 2020-21 is "**Above Expectations**". Our compensation policies are benchmarked to ensure internal parity, and external competitiveness. Recognizing your performance and contribution, we are happy to announce that effective **July 01, 2021** your revised **Cost to Company (CTC)** per annum will be **\$ 125,000/-*** (USD One Hundred Twenty Five Thousand Only) which includes a variable pay of **USD 5,463/-**

All other Terms and Conditions of your employment will remain unaltered and will be governed by the published policies of the organization. Kindly note that the content of this letter is highly confidential, and we expect you to maintain the same with highest accordance.

Thanks

for GAVS Technologies N.A., Inc

Remainder.

Saravanan Thinagarasamy
Global Head – Talent Management

*The amount is subject to tax deductions

GAVS Technologies N.A., Inc

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