

SLK Software Pvt Ltd.,

Tower-A, SLK Green Park
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural 562 110



THE
AUTOMATION
COMPANY

We Constructively Challenge The Status Quo In All That We Do,
To Enable Peak Business Performance For Our Customers And For Ourselves,
Through Disruptive Technologies, Applied Innovation and Purposeful Automation

April 25, 2022

Private & Confidential

Vijay Kumar A V
EID: 109578

Dear Vijay,

Congratulations!!!

You have been a valuable member of SLK, and we value your performance during the year 2021-22.

We appreciate and thank you for your contribution during the last year and are happy to inform that in recognition of your contribution, your compensation has been revised with effect from April 01, 2022. The details are given in the Annexure.

We are undergoing organizational transformation journey to drive our future course. We encourage you to take on the various opportunities this journey offers to further enhance your career at SLK. We believe that you will continue to learn, innovate, and win at SLK and contribute to take our organization to greater heights of success.

Wishing you the freedom to succeed!

Warm Regards,

A handwritten signature in dark ink, appearing to read 'Dharendra Nath'.

Dharendra Nath
Group Chief People Officer

Regd. Office: 40/A, KHB Industrial Area, Yelahanka New Town, Bengaluru 560 064, India
T +91 80 4180 5721 / 6690 4721, F +91 80 4050 1921

www.slkgroup.com

CIN: U72200KA2000PTC027503

Contact@slkgroup.com

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Annexure

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Revised Annual Compensation Package with effective from April 01, 2022.

A. Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount (INR)
Basic + VDA	270000	310040	
House Rent Allowance	108000	124016	
Flexi Benefit Plan (FBP)*	52246	52246	
Ad hoc Allowance	165614	197931	
Total (A)	595860	684233	
B. Retirals & Benefits			
Company contribution to Provident Fund	32400	37205	
Company contribution to Gratuity Fund	12990	14910	
Fixed Salary (A+B)	641250	736348	
C. Performance Pay**			
Variable Pay/Pay for Performance (PFP)	33750	38752	
Total CTC(A+B+C)	675000	775100	100100

* FBP gives you a flexibility to design your salary structure to make it tax friendly. Within the FBP amount you can claim against various specified expenses including ESC Medclaim, Group Medclaim coverage, GPA Insurance, LTA, Telephone reimbursement, Data card/broadband reimbursement, Fuel & maintenance reimbursement, Meal coupon, gift card, Journals and Technical books reimbursement as applicable.

** Performance pay is a variable pay plan, paid as per the company policy.

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