

**SLK Software Pvt. Ltd.**

**(Formerly Known as 'SLK Software Services Pvt. Ltd.,')**



**May 29, 2021**

**Private & Confidential**

**Vijay Kumar A V**  
**EID: 109578**

Dear Vijay,

Congratulations!!!

You have been a valuable member in SLK's incredible journey of 21 years, and we value your performance during the year 2020-21.

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, 2021. 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 also contribute to take our organization to greater heights of success.

Wishing you the freedom to succeed!

Warm Regards,

A handwritten signature in blue ink that reads 'Dhirendra Nath'.

**Dhirendra Nath**  
**Chief Human Resource Officer**



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## Annexure

Vijay Kumar A V

EID: 109578

Revised Annual Compensation Package with effective from April 01, 2021.

A. Components	Current CTC (INR)	Revised CTC (INR)	Increase Amount
Basic + VDA	240000	270000	
House Rent Allowance	96000	108000	
Statutory Bonus	32760	0	
Flexi Benefit Plan (FBP)*	53070	53070	
Ad hoc Allowance	107830	164790	
<b>Total (A)</b>	<b>529660</b>	<b>595860</b>	
<b>B. Retirals &amp; Benefits</b>			
Company contribution to Provident Fund	28800	32400	
Company contribution to Gratuity Fund	11540	12990	
<b>Fixed Salary (A+B)</b>	<b>570000</b>	<b>641250</b>	
<b>C. Performance Pay**</b>			
Variable Pay (VP)	30000	33750	
<b>COST TO COMPANY (CTC): (A+B+C)</b>	<b>600000</b>	<b>675000</b>	<b>75000</b>

\* 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. ESC Medclaim & GPA Insurance is part of FBP

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

**Dhirendra Nath**  
Chief Human Resource Officer