

**MAKING IDEAS REAL**

October 1st, 2021  
**Ravi Chandra Seeram**

Dear Ravi:

As a company Ideapoke Technologies Pvt. Ltd. we are making great progress on all our key pillars. We continue to add new customers and bring demonstrated value to existing clients through tangible business impact. We have considered your performance in FY20-FY21 and pleased to inform you that you have been promoted to **Growth Manager** with effect from 01/10/2021 and your total compensation has been revised to cost to company (CTC) of INR 14,00,000 per annum effective from 1<sup>st</sup> October 2021. Please find below the break-up of the same:

Name	Ravi Chandra Seeram		
Designation	Growth Manager		
Company Name	Ideapoke Technologies Private Limited		
Date of joining	14th December 2015		
Total CTC	1,400,000		
<b>SALARY COMPONENTS</b>		<b>PER MONTH (INR)</b>	<b>PER ANNUM (INR)</b>
Basic Salary (A)		45827	549920
House Rent Allowance (B)		18331	219968
Leave Travel Allowance (C)		4583	54992
Provident Fund (D)	(Employee Contribution)	1800	21600
Provident Fund (E)	(Employer Contribution)	1800	21600
Special Allowance (F)		42227	506720
BENEFITS (G)	Health Insurance + GPA		0
Gratuity (H)	Gratuity 4.5% of Basic	2100	25200
Variable Pay (I)			0
<b>TOTAL CTC</b>	<b>(A+B+C+D+E+F+G+H+I)</b>		<b>1400000</b>

**Note**

**-Gratuity:** The provisions of the Payment of Gratuity Act, 1972, will govern payment of gratuity.

**-Group Medical Insurance:** Group medical insurance will be deducted from employee gross salary. Amount will be depending upon the number of dependents and their age group. In case of any increase in the premium amount during the policy renewal period, the same will be borne by the employee.

Thank you for your commitment & effort in making this year a great step in our journey. We look forward to your contribution, ideas, and passion to drive outcomes, to make significant progress on our vision.

Yours sincerely,  
for **Ideapoke Technologies Pvt Ltd.**



**Sanjay Kumar Sahoo**

**Vice President, Operations at Ideapoke**