



**Consero Solutions India Pvt. Ltd.**

Ref: RL/01005/DK

Date: 1<sup>st</sup> April 2023

Name: **Shruthi Yadavalli**  
Employee ID: **CGS2588**  
Designation: **Assistant Consulting Manager L2**

Dear **Shruthi Yadavalli**,

**Sub: Salary Revision effective 1<sup>st</sup> April 2023**

At the outset, thank you for your contributions to the organization through April 2022 – March 2023.

We appreciate your efforts and commitment towards the organization during the last year and look forward to your continued commitment and dedication during the next year as well.

On the basis of your overall performance which was reviewed during the recently held Performance Appraisal Process, the Management is pleased to inform you that, effective 1<sup>st</sup> April 2023 your salary has been revised and your revised total Cost To Company (CTC) is **INR 1509208/-** (Rupees Fifteen Lacs Nine Thousand Two Hundred Eight Only)

Your Manager will set your Key Result Area's and will be reviewed formally on a half-yearly basis. Please note that Performance Bonus will be paid based on your achievement of the targets that are set. You may be paid approximately **12.5%** of your Gross CTC as performance bonus subject to you achieving the target set by your manager for the half. It can be conditionally stretched upto 125% of the standard amount subject to you exceeding the given target. In case you do not meet the targets set the performance pay shall not be paid or may be reduced proportionately.

The revised compensation structure detailing the new structure vis-à-vis your existing structure is attached with this letter in Annexure - I. Other terms and conditions of your employment remains the same.

We hope you have a long and rewarding future with us.

Thank you.

Yours sincerely,

Lorein Nithila  
AVP – Human Resource & Development

*Annexure I*

**REVISED SALARY STACK UP SHEET**

<i>Shruthi Yadavalli - Revised Apr'23</i>		
<i>Heads</i>	<i>Annual</i>	<i>Monthly</i>
Basic	449940	37495
HRA (40% of Basic)	179976	14998
Conveyance Allowance	19200	1600
Medical Allowance	15000	1250
Statutory Bonus	0	0
Special Allowance	439128	36594
Employer's PF	21600	1800
<b><i>Gross</i></b>	<b>1124844</b>	<b>93737</b>
<b><i>Performance Bonus *</i></b>	<b>140606</b>	
<b><i>Retention Bonus **</i></b>	<b>224970</b>	
<b><i>Gratuity***</i></b>	<b>18785</b>	
<b><i>Total Cost to Company</i></b>	<b>1509208</b>	

**Note:**

**The Payouts of the Performance bonus, Retention Bonus & Gratuity is as per the terms & conditions as detailed out in your Appointment Letter and its amendments thereof.**