

Date: 10th November, 2022

Sub: Performance Based Salary Increment

Dear AWANISH KUMAR DWIVEDI,

Management is pleased to inform you that your performance has been rated as **SATISFACTORY** during the review period from April 2021 to March 2022 & based on your performance, you will receive an increment of **Rs. 1350/-** in your Gross Salary per Month effective October 2022.

Your monthly Gross Salary has been revised from **Rs. 18000/-** to **Rs. 19350/-** w.e.f 1st October, 2022.

Please note - The increment cycle has been shifted to October to maintain the annual cycle of the increment.

Terms and Conditions:

Appraisal Amount:

The revised compensation package has been customized for you taking into consideration your performance, company policies and related factors.

Confidentiality:

Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you.

Your compensation package is unique to you and not for comparison with other employees of the company.

All the other terms and conditions remain unchanged as per your appointment letter.

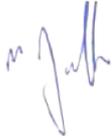
Kindly sign and return the duplicate copy of this letter as a token of your acceptance of the above terms and conditions.

We appreciate the efforts put in by you and look forward to your continued support and efforts to make the year ahead even better in terms of our shared vision.

Wish you all the success!

Yours Sincerely,

For Lotus Surgicals Pvt. Ltd.,



Mehernosh Daruwalla
Founder & Managing Director

Accepted

Signature & Date