

**Name** : **Arun Kumar Panda** **Grade** : **M-06**  
**Emp. No.** : **20140** **Division** : **T&D**

Dear Arun Kumar Panda,

We are pleased to announce the successful completion of our Annual Performance Review and Development Program for the Financial Year 2025.

Your consistent hard work and commitment to KPIL have significantly contributed to our success and we sincerely appreciate your commitment to excellence.

We are pleased to inform you that your performance has been rated as "Exceeds Expectation (A)" for the performance year 24-25.

Further, we congratulate you on your promotion to the position of "Manager" in Grade "M-07", effective 01-Apr-25. With your promotion, you are expected to take on additional responsibilities that come with the new role.

Your revised CTC is as follows:

(₹ in lacs, Detailed Annexure attached)

CTC per annum as on 31.03.25	Increment amount per annum effective 01.04.25	Revised CTC per annum effective 01.04.25
11.40	1.25	12.66

We are confident that you will continue to perform with same enthusiasm and dedication.

All other terms and conditions of your appointment remain unchanged. Please treat your compensation details with utmost confidentiality.

Moving forward, let us continue to leverage the insights gained from this review process to enhance our performance, cultivate a culture of continuous learning and development, and propel our organization towards even greater achievements.

Our actions and dedication shape culture and reputation of the company. It is imperative for each one of us to embrace the cultural tenets fully and uphold our Values, Code of Conduct, as well as adhere strictly to POSH guidelines and our Anti-Bribery & Anti-Corruption Policy.

Once again, we sincerely appreciate your contributions and look forward to your continued growth and success at KPIL.

With best wishes,

For Kalpataru Projects International Ltd.



**M.A. Baraiya**  
CHRO

Annexure

<b>Employee Code</b>	20140	<b>Employee Name</b>	Arun Kumar Panda
<b>Grade</b>	M-07	<b>Designation</b>	Manager

Salary Components	Existing Compensation per month (FY 24-25)	Revised Compensation per month w.e.f 01.04.2025
<b>Fixed</b>		
Basic	33263	36922
House Rent Allowance	13305	14769
Accommodation Allowance (e-JMC)	0	0
City Compensatory Allowance	0	0
Education Allowance	800	800
LTA	0	0
Uniform Allowance (Only Mfg.)	0	0
Hardship Allowance	0	0
Overseas Allowance (e-JMC)	0	0
Attire Allowance (Taxable)	2000	2000
Other Allowance	38677	43393
<b>Flexi Pay (Monthly)</b>		
Vehicle Running & Maintenance	0	0
Meal Voucher	0	0
Attire Allowance	0	0
Books/Periodicals	0	0
Telephone/Internet	0	0
<b>Annual Benefits</b>		
Bonus (As per Act)	1400	1400
Gift Voucher (Flexi Pay)	0	0
<b>Retirals</b>		
PF [Employers' Contribution] - As per act.	3992	4431
NPS	0	0
Superannuation (e-JMC)	0	0
Gratuity - As per act.	1600	1776
ESIC [Employers' Contribution] - As per act.	0	0
<b>CTC per month</b>	<b>95037</b>	<b>105491</b>
<b>CTC per annum</b>	<b>1140444</b>	<b>1265892</b>
<b>Rise in CTC per annum</b>		<b>125448</b>



M.A. Baralya  
CHRO



# Kalpataru Projects International Limited

101, Part-III, G.I.D.C.Estate, Sector-28, Gandhinagar-382028

Salary Slip for the month of September 2025

Employee ID : 00020140	Division : Transmission Line
Employee Name : Arun Kumar Panda	Department : EHS
Period : 01.09.2025 -30.09.2025	Designation : Manager
Bank : AXIS BANK LIMITED	PAN No. : AZFPP6377D
A/C No : 911010047218464	P F A/C No. : GJ/AHD/15884/107136
IFSC Code : UTIB0000493	PF UAN : 100090719967
Working Days : 30.00	Location : WO-00454-AHMEDABAD-NAVSARI-GJ
Adjustment Days : -7	

Earning		Deductions	
Earning	(Rs.)	Deductions	(Rs.)
Basic Pay	36922.00	Ee PF contribution	4431.00
HRA(40%)	14769.00	Prof Tax - split period	200.00
Education Allowances	800.00	Welfare Fund	50.00
Other Allowances	43393.00	Death Relief fund	250.00
Attire Allowance	2000.00		
Bonus	16800.00		
<b>Total gross amount</b>	<b>114684.00</b>	<b>Net Deduction</b>	<b>4931.00</b>
<b>Net Pay</b>	<b>109753.00</b>		
<b>Net Pay In Words</b>	<b>ONE LAKH NINE THOUSAND SEVEN HUNDRED FIFTY THREE RUPEES</b>		

**Notes:**

1. This is a computer generated statement and does not require authentication.
2. For Salaries/Attendance Related queries, please write to HR Dept. at [hrhelpdesk@kalpataruprojects.com](mailto:hrhelpdesk@kalpataruprojects.com).





# Kalpataru Projects International Limited

101, Part-III, G.I.D.C.Estate, Sector-28, Gandhinagar-382028

Salary Slip for the month of August 2025

Employee ID : 00020140	Division : Transmission Line
Employee Name : Arun Kumar Panda	Department : EHS
Period : 01.08.2025 -31.08.2025	Designation : Manager
Bank : AXIS BANK LIMITED	PAN No. : AZFPP6377D
A/C No : 911010047218464	P F A/C No. : GJ/AHD/15884/107136
IFSC Code : UTIB0000493	PF UAN : 100090719967
Working Days : 31.00	Location : WO-00454-AHMEDABAD-NAVSARI-GJ
Adjustment Days :	

Earning		Deductions	
Earning	(Rs.)	Deductions	(Rs.)
Basic Pay	36922.00	Ee PF contribution	4431.00
HRA(40%)	14769.00	Prof Tax - split period	200.00
Education Allowances	800.00	Welfare Fund	50.00
Other Allowances	43393.00	Death Relief fund	250.00
Attire Allowance	2000.00		
Total gross amount	97884.00	Net Deduction	4931.00
Net Pay	92953.00		
Net Pay In Words	NINETY TWO THOUSAND NINE HUNDRED FIFTY THREE RUPEES		

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# Kalpataru Projects International Limited

101, Part-III, G.I.D.C.Estate, Sector-28, Gandhinagar-382028

Salary Slip for the month of October 2025

Employee ID : 00020140	Division : Transmission Line
Employee Name : Arun Kumar Panda	Department : EHS
Period : 01.10.2025 -31.10.2025	Designation : Manager
Bank : AXIS BANK LIMITED	PAN No. : AZFPP6377D
A/C No : 911010047218464	P F A/C No. : GJ/AHD/15884/107136
IFSC Code : UTIB0000493	PF UAN : 100090719967
Working Days : 31.00	Location : WO-00454-AHMEDABAD-NAVSARI-GJ
Adjustment Days :	

Earning		Deductions	
Earning	(Rs.)	Deductions	(Rs.)
Basic Pay	36922.00	Ee PF contribution	4431.00
HRA(40%)	14769.00	Prof Tax - spllt period	200.00
Education Allowances	800.00	Welfare Fund	50.00
Other Allowances	43393.00	Death Relief fund	250.00
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