

REF: CRM/HRD/11868/EAL20240903579

9<sup>th</sup> September 2024

**Mr. Divahar B**

19, Vedhachalam Street, KK Nagar, Tiruchirappalli, Tamil Nadu-620021.

**Dear Divahar,**

We are delighted to appoint you as **Senior AR Associate (ARA3)** at Cascade Revenue Management (P) Ltd.

As discussed, your formal terms and conditions of appointment are as follows. Your appointment will be subject to your medical fitness and suitable feedback from your reference.

1. Commencement Date	: <b>9th September 2024</b>
2. Designation	: <b>Senior AR Associate</b>
3. Status	: <ul style="list-style-type: none"> <li>(a) Your position as is <b>Senior AR Associate</b> a whole time employment with CASCADE REVENUE MANAGEMENT and you shall devote exclusively to the business of CASCADE.</li> <li>(b) You must effectively and efficiently perform all duties assigned to you to ensure optimum result, and you will be expected to work extra hours to achieve this whenever the job so required.</li> </ul>

**4. Compensation:**

Your compensation details are as stated in the table below:

SI.No.	Components	Monthly	Annual
1	Basic Pay	19,496	2,33,952
2	HRA	7,798	93,581
3	Leave Travel Allowance	1,950	23,395
4	Educational Allowance	2,534	30,414
5	Conveyance	1170	14,037
6	Special Allowance	6,044	72,525
<b>Gross Pay</b>		<b>38,992</b>	<b>4,67,904</b>
7	Employer Contribution PF	1,950	23,400
8	Employer Contr. Med Insurance	61	482
9	Statutory Bonus	583	6,997
10	Employer Gratuity Contribution	938	11,253
11	Employer WWF	50	600
<b>Cost to Company</b>		<b>42,574</b>	<b>5,10,636</b>
12	Employee Contribution PF	1,800	21,600
13	Employee Contr. Med Insurance	142	1,124
15	Employee WWF	50	600
<b>Net Pay</b>		<b>37,000</b>	<b>4,44,580</b>

PS: Confidential; not to be discussed with anyone except immediate superiors,  
 HR & Finance officials of Cascade Revenue Management Pvt. Ltd