

Date: 15-Feb-2023

To,
Mr. Shivam Singh Rathore
Software Engineer I

Subject: Letter of Salary Revision (Effective 1 March 2023)

Dear Shivam,

This has reference to your employment with **Poziom Ventures Private Limited (DBA "Salt")** since **February 2022** and your performance during this period.

We are pleased to confirm that your compensation was revised with effect from **1 March 2023** as under:

- **Earlier Cost to Company (CTC):** ₹7,50,000 (Rupees Seven Lakh Fifty Thousand only) per annum
- **Revised Cost to Company (CTC):** ₹14,00,000 (Rupees Fourteen Lakh only) per annum, comprising:
 - **Fixed Salary:** ₹13,00,000 per annum
 - **Performance-Linked Bonus:** Eligibility for bonus **up to ₹1,00,000 per annum**, subject to individual performance, company performance, and applicable company policies, and payable at the sole discretion of management.

The above revision is subject to applicable taxes and statutory deductions and is/was reflected in the payroll with effect from **March 2023**.

All other terms and conditions of your employment, as set out in your original appointment letter and any subsequent communications, remain unchanged and in full force. This letter is only an intimation/record of the revision of your compensation as of **1 March 2023** and **does not constitute any guarantee of employment for any fixed period, nor any assurance of future increments, bonuses, or promotions.**

We thank you for your contributions to **Salt** during your tenure and wish you the very best in your future endeavours.

Warm regards,

For **Poziom Ventures Private Limited**
(DBA "Salt")



Ankit Parasher
Co-founder