enabling communities

INTELLIGENT COMMUNITY MANAGEMENT PRIVATE LIMITED
Discovery Centre, 32/1, Ground Floor, Bhartiya City, Thanisandra Main Road, Bengaluru - 560064
CIN U45201DL2005PTC142621

March 21, 2022

ANNEXURE - I

Dear **Rakesh**,

Further to your Letter of Appointment, dated **March 21, 2022**, the break-up of your fixed and variable compensation is given below:

Components	Per Annum (in INR)
Basic Salary	2,79,996
HRA	1,39,998
Personal Allowance	232,945
Total (A) Gross Fixed Income	**6,52,939**
Provident Fund – Employer's Contribution	33,600
Gratuity (As per Payment of Gratuity Act, 1972)	13,461
Total (B)	**47,061**
Annual Performance linked Variable Pay (C)*	0
Total (A+B+C)	**7,00,000**

I. Variable Pay payout is not automatic and will be paid subject to your meeting or exceeding the laid down and pre-agreed performance parameters/key result areas. The payout happens once a year after completion of the financial year and is paid to those employees who are on the rolls of the company as on 31st March of the financial year for which variable pay is payable.

II. Gratuity is payable as per provisions of Payment of Gratuity Act, 1972

III. All payments are subject to prevailing Income Tax Laws.

For **Intelligent Community Management Pvt Ltd**

Dinesh Dhir
Vice President - Human Resources

Received and Accepted

(**M Rakesh Chandran**)