DATAMATICS (P) LTD.

D-104, Okhla Industrial Area, Phase-I, New Delhi-110020 Phone : +91-11-45751500
URL : www.rdpl.com CIN : U30009DL1996PTC076675

Private & Confidential

Date: May 02, 2025

Employee Name: Rajendra Singh Deshwar
Employee Code: RD12
Current Designation: Senior Consultant – Implementation (A6)
Department: Manufacturing

Revision of CTC

Dear Rajendra**,**

We thank you for your contribution towards the success of our company. We also take this opportunity to congratulate you, and express our appreciation for your valuable support in achieving company's objectives. We are confident that you will continue the good work in the same spirit of commitment and sincerity and grow with the organization.

Based on your appraisal review, we are pleased to revise your Annual Salary (CTC) to INR **6,66,546**/- w.e.f. 1st April, 2025 (CTC Annexure is attached)

It is important to note that the contents of this letter are for your view and consumption and should not be discussed with anyone else except HR or your Reporting Manager. Non-compliance to the same could lead to disciplinary action.

All other terms and conditions of your employment with the company will remain unchanged.

We wish you continued success in the years to come.

Yours sincerely,
for Royal Datamatics Pvt. Ltd.,

Shruti Gupta

Shruti Gupta
Director OD & TM

CTC Annexure			
Name		Rajendra Singh Deshwar	
Designation		Senior Consultant – Implementation (A6)	
Business/Function		Manufacturing	
Annual CTC		666546	
Components Type		**Monthly (INR)**	**Annually (INR)**
Monthly Fixed Earning	Basic Pay	20218	242618
	*Flexi Pay / Special Allowance	28826	345908
Total - Monthly Pay		**49044**	**588526**
Statutory Deduction	Employer PF	0	0
	Gratuity	973	11670
	Employer ESIC	0	0
	Mediclaim & Accident Insurance	529	6350
Total (Statutory Deduction + Insurance)		**1502**	**18020**
Total Fixed CTC		**50546**	**606546**
	**Variable Pay (On Target Performance)	5000	60000
Total CTC (Fixed + Variable Pay)		55546	**666546**

*You can choose Flexi Components (Annexure 1) from your Flexi Pay Basket according to your usage and up to the limit mentioned in company policy. Payment of Flexi Pay Amount as Non-Taxable is subject to submission of bills as per the HR policy. If the bills are not submitted, then the amount would be taxable and paid as Special Allowance.

Group Mediclaim Insurance coverage of Rs. 5 lakhs which include employee + Spouse + up to 4 kids.
Group Personal Accident Insurance covers employee for 3 Lakhs.

**Variable Pay (OTP) is performance based subject to Company/Individual performance decided at the end of the financial year.

Income Tax, Professional Tax, LWF and other applicable taxes shall be deducted from the salary as per Government Policies.

Annexure 1

Flexi Components	**Upper Annual Limit**
House Rent Allowance	50% of Basic Salary
LTA Reimbursement	8.33% of Basic Salary
GIFT Voucher	5,000
Business Attire	96,000
Professional Development	48,000
Books & Periodicals Allowance	96,000
Telephone Allowance	48,000
Fuel & Vehicle Maintenance Allowance	21,600 or 28,800 (whichever is applicable)
Driver Allowance	10,800
Sodexo (Meal Pass)	26400
NPS (National Pension scheme)	10% of Basic Salary