I-PAC
INDIAN POLITICAL ACTION COMMITTEE

Rahul . <rahul.2@indianpac.com>

Annual Appraisal 2022-23

Appraisals I-PAC <appraisals@indianpac.com> Fri, Jun 14, 2024 at 5:47 PM
To: rahul.2@indianpac.com

Dear **Rahul**,

We hope you are doing well and keeping yourself safe!

Following the email from the Directors, dated March 21, 2024, we humbly acknowledge your understanding throughout the testing times I-PAC recently experienced. Your hard work and dedication have not gone unnoticed. Even in the face of challenges, you have persevered and continued to support us, for which we will be forever indebted.

Keeping with our commitment we are rolling out the appraisals for 2022-23. Thank you for being an integral part of I-PAC's journey.

During this period your performance has been rated as **B-Exceeds Expectations**. In recognition of your contribution, it is our pleasure to inform you that you have been promoted to **Principal Associate**.

Your revised band for 2023-24 is **PA1-12** and your revised annual remuneration **(CTC)** is **Rs. 22,17,510.**

Your revised Annual Remuneration includes a Fixed Component of **Rs. 17,74,008** and Variable Component up to **Rs. 4,43,502**.

This revision is effective from **1st June 2023**. All other terms and conditions remain the same.

On the basis of your annual performance rating, you are eligible for a variable payout of Rs. **1,07,878** before taxes.

Kindly find attached the revised pay structure for the HRA and RFA models.

We look forward to your continued commitment and wish you a fulfilling career with I-PAC in the years to come!

Best Regards,
Appraisals
Indian PAC

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INDIAN PAC CONSULTING PRIVATE LIMITED

Godrej Waterside, 11th Floor,Tower-1,

Unit No. 1102 and 1103, Plot DP-5, Sector 5, Salt Lake City,, Kolkata, West Bengal - 700091

Pay Slip For The Month Of September 2024

Name	: RAHUL V	**Emp. Code**	: IPAC4940
Joining Date	: December 26, 2022	**Bank Name**	: HDFC
Designation	: Principal Associate	**Bank Account No.**	: 50100477626674
Department	: DC, Media & SRI	**PF No.**	:
Location	: Hyderabad	**PF UAN No.**	: 101552869104
Present Days	: 30	**ESI No.**	:
Days In Month	: 30	**PAN No.**	: ANPPV3316C
Arrear days	:	**LOP days**	: 0
LOPR days	: 0	**LOPP days**	: 0

Heads	Earnings (INR)	Arrears	Heads	Deductions (INR)
Basic	73917		**PF Employee Contribution**	1800
Special Allowance (SA)	23590		**Professional Tax (PT)**	200
Conveyance Allowance	1600		**Tax deduction amount**	11867
Food Allowance	1500			
Medical Reimbursement	1250			
HRA	36959			
Other Special Allowance	1800			
Total Earning (INR):	**140616**		**Total Deductions (INR):**	**13867**

Net Pay (INR) For The Month (Total Earnings-Total Deduction): **126749**

(One lakh twenty six thousand seven hundred and forty nine rupees)

This is System Generated Payslip And Does Not Require Signature.

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Special Allowance (SA)	23590		**Professional Tax (PT)**	200
Conveyance Allowance	1600		**Tax deduction amount**	11867
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Net Pay (INR) For The Month (Total Earnings-Total Deduction): **126749**

(One lakh twenty six thousand seven hundred and forty nine rupees)

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F and F Statement - Nov 2024

Code :	IPAC4940	Designation :	Principal Associate
Name :	Rahul	Salary Days :	12
Date of Joining :	26-Dec-22	Loss of Pay Days :	0
LWD :	12-Nov-24		

Earnings	**Amount (Rs.)**	**Deductions**	**Amount (Rs.)**
Earned Basic Pay	29,567.00	Provident Fund	1,800.00
Earned HRA	14,784.00	Professional Tax	200.00
Earned Conveyance	640.00	Other Deduction	0.00
Earned Food Allowance	600.00	Tax	28,039.00
Earned Medical Reimb	500.00	VPF	0.00
Earned Spl Allowance	10,156.00		
Earned Medical Insurance Income	0.00		
Other Credit	4,945.00		
Gross Total	**61,192.00**	**Deductions Total**	**30,039.00**
Net Pay (Rs)	**31,153.00**		

Rupees Thirty-One Thousand One Hundred Fifty-Three Only

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Pay Slip For The Month Of October 2024

Name	: RAHUL V	**Emp. Code**	: IPAC4940
Joining Date	: December 26, 2022	**Bank Name**	: HDFC
Designation	: Principal Associate	**Bank Account No.**	: 50100477626674
Department	: DC, Media & SRI	**PF No.**	:
Location	: Hyderabad	**PF UAN No.**	: 101552869104
Present Days	: 31	**ESI No.**	:
Days In Month	: 31	**PAN No.**	: ANPPV3316C
Arrear days	:	**LOP days**	: 0
LOPR days	: 0	**LOPP days**	: 0

Heads	**Earnings** (INR)	**Arrears**	**Heads**	**Deductions** (INR)
Basic	73917		**PF Employee Contribution**	1800
Special Allowance (SA)	23590		**Professional Tax (PT)**	200
Conveyance Allowance	1600		**Medical Insurance Individual, Spouse & childern**	6593
Food Allowance	1500		**Tax deduction amount**	11867
Medical Reimbursement	1250			
HRA	36959			
Other Special Allowance	1800			
Total Earning (INR)**:**	**140616**		**Total Deductions** (INR)**:**	**20460**

Net Pay (INR) For The Month (Total Earnings-Total Deduction): **120156**

(One lakh twenty thousand one hundred and fifty six rupees)

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Date: 09 June 2025

Name: Rahul
Employee Code: IPAC4940

EXPERIENCE CERTIFICATE

This is to certify that **Rahul** has worked with Indian PAC Consulting Private Limited from **26 December 2022** to **12 November 2024** and was designated as **Principal Associate** at the time of being relieved.

During this tenure, the employee has been sincere with the work and has been an asset to our organization. We wish **Rahul** all the best in all the future endeavours.

Best Regards,

Navkaran Singh

INDIAN PAC CONSULTING PVT. LTD.

Human Resources
Indian PAC Consulting Private Limited