BRISTLECONE

January 09, 2025

Name : ASHISH PANCHOLI

Emp No.:62190

Level : Senior Specialist (SS)

Merit Increase

Dear **ASHISH,**

Bristlecone's achievements are reflection of your performance and contribution to organization goals. We appreciate your dedication to the continuous learning and participation in growth of the company.

In recognition of your efforts, we are pleased to share that your total compensation is being revised to **INR 12,26,895** per annum with effect from **July 1, 2024.** Your revised compensation details are mentioned in the following annexure.

We thank you for your commitment towards Bristlecone's success and wish you all the best for a highly rewarding career. We are confident that together we will surpass the milestones that we have set for ourselves.

All other terms of employment in your appointment letter remain unchanged.

For Bristlecone

Lisa Lesko

_____

Lisa Lesko

Chief People Officer

© 2024 Bristlecone. All rights reserved.

BRISTLECONE

January 09, 2025

Name : ASHISH PANCHOLI

Emp No.: 62190

Annexure

Salary Components			Amount (Per annum)
1.	**Basic Salary**		**INR 3,34,608**
2.	**Flexi Pay:**	H.R.A, LTA, Child Education Allowance, Meal Vouchers, Telephone/Broadband Reimbursement, Books & Periodicals, Car Fuel and Maintenance Reimbursement, Driver's salary, Supplementary Allowance	**INR 6,91,043**
3.	**Statutory Bonus**	@ 10% of Basic Salary	**INR 33,461**
4.	**Provident Fund**	@ 12% of Basic Salary	**INR 40,153**
5.	**Gratuity**	@ 4.81% of Basic Salary	**INR 16,095**
6.	**Fixed Salary (1+2+3+4+5)**		**INR 11,15,359**
7.	**Variable Pay (Paid Annually) ***		**INR 1,11,536**
8.	**Cost to Company (6+7)**		**INR 12,26,895**

**** Variable Pay is paid annually as per company policy based on organization & individual performance.***

For Bristlecone

Lisa Lesko

_____

Lisa Lesko

Chief People Officer

© 2024 Bristlecone. All rights reserved.