IIHMR UNIVERSITY

Ref. No.: IIHMR-U/PRES/HR/2025/
Date: August 27, 2025

Mr. N Satheeshkanna
Senior Manager-Placements
IIHMR University
Jaipur

Sub: Increment Letter

Dear Mr. N Satheeshkanna,

I am happy to inform you that your basic salary has been revised to Rs.50,400/- (Rupees Fifty Thousand Four Hundred Only) and CTU at Rs.1,29,167/-(One Lakh Twenty-Nine Thousand One Hundred Sixty-Seven Only) per month in Grade S-3 (24000-1920-33600-3360-50400-6048-80640-12096-104832) with effect from September 01, 2025.

This revision includes your annual increment for FY 2025-26. Accordingly, your next annual increment will be due in September 2026, in line with the revised cycle. A detailed salary break-up is attached as annexure-1 for information and record.

We appreciate your involvement in institutional development and its activities. We hope you will continue to maintain high standards of performance and quality of work in IIHMR University.

Please sign the enclosed duplicate copy of this letter as a token of your acceptance.

With best wishes,

for **IIHMR University**

Dr. P. R. Sodani
President

Ref. No.: IIHMR
Date: Augu

IIHMR UNIVER

Salary of Mr. N Satheeshkanna as Senior Manager-Placements at IIHMR University	
Salary scale in Grade S-3: 24000-1920-33600-3360-50400-6048-80640-12096-104832	
Salary particulars	**Amount**
Basic	50400
PF @12%	6048
HRA @45%	22680
Medical Allowance@5%	2520
LTA@7.5%	3780
Dress & Uniform Allowance	3000
Driver Allowance	2000
Transport Allowance	6000
Grade Pay Allowance	11000
Mediclaim	850
Special Allowance	20889
CTU per month	**129167**
CTU per annum	**1550004**

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Mr. N Satheeshkanna
Senior Manager-Placements
IIHMR University
Jaipur

Sub: Performance Linked Incentive (PLI) for FY 2025–26

Dear Mr. N Satheeshkanna,

In recognition of your role in strengthening placements at IIHMR University, we are pleased to inform you that you will be eligible for a Performance Linked Incentive (PLI) for the Financial Year 2025–26, subject to achievement of the targets specified below:

Goals	Weightage in Incentive %	Amount Payable on Achievement (Rs.)
Percent Placement (Achieving ≥ 95% Placements)	30%	45,000
Median CTC (Achieving Median CTC of Rs. 8 Lakh)	20%	30,000
Average CTC (Achieving an Average CTC of Rs. 8 Lakh)	20%	30,000
Highest Placement (Achieving a package of Rs. 35 Lakh)	20%	30,000
International Placement (Achieving ≥ 20 International Placements)	10%	15,000
Total	**100%**	**1,50,000**

The incentive payout will be made after the completion of the academic placement cycle, based on actual achievements against the above parameters, as reviewed and approved by the University Management.

We value your contribution and are confident that you will continue to deliver impactful results and uphold the reputation of IIHMR University.

With best wishes,

for **IIHMR University**

Dr. P. R. Sodani