

Private & Confidential

Name: Andukuri Krithika

Employee Code: GUS790

Designation: Student Information Officer

Subject: Annual Compensation Revision effective 01.01.2021

Dear Andukuri Krithika,

It gives us a deep sense of pride to have you as an integral part of our organization's journey. Our organization is agile and growth oriented and is powered by your commitment to the pursuit of sustainable, scalable and profitable growth.

It is your commitment towards enhancing our business, people and process acumen that has helped us tread the path of excellence, catalyzing the growth of our business and enabling us to embed ourselves as strategic business partners with our internal customers. With committed employees like you, we are confident that we would continue to deliver value and delight our customers and expect that you will continue to stay committed to building the best-in-class talent pool at GUS Education India.

While some companies in our industry are reconsidering the performance appraisals for FY- 20, GUS Education India has reconfirmed its commitment and transparency to being a 'people first' company by completing its performance appraisals for the year.

Your performance rating for FY- 20 has been **3**. We would like to inform you that your total annual compensation has been revised to **INR 537504/-**, effective **01.01.2021** (as per Annexure I). Your compensation revision has been derived based on careful consideration of your role, the associated internal parity, external equity and performance.

Besides, this is to inform you that GUS Education India has changed its policy pertaining to notice period – the new notice period is **60** days. This letter (limited to this paragraph only) shall serve as a properly executed Addendum to your Appointment Letter to the effect to modify the term relating to notice period to **60** days with immediate effect. All other terms set forth in your Appointment Letter shall remain unchanged.



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GUS Education India will continue to lay emphasis on rewarding performance, proficiency, problem solving ability and employees' ability to broad base their competencies on a regular basis. We look forward to your partnership and whole-hearted involvement in this exciting transformation journey of GUS!

Yours sincerely,
For GUS Education India

Yagneshwar Sreekanth M
Senior Director – Corporate Services

Electronically generated Letter. No Seal or Signature is required

GUS Education India LLP

Block A, Ground Floor, iLabs, Centre, Plot # 18, Software Unit Layout, Hitech City, Madhapur, Hyderabad, Telangana - 50008

Annexure I

Revised Annual Compensation (effective from 1st January 2021)	
Components	Revised Compensation (Amount in INR)
Basic	188121
House Rent Allowance	94067
Leave Travel Allowance	15674
PF Contribution	21600
ESIC	0
Special Allowance	218043
Total Salary	537504

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