



Bavaria Auto LLP.

Suyog Platinum Towers, 1 Naylor Road,
Pune - 411001, Maharashtra, INDIA.
Tel: +91 7768003355

Date: 1st August 2021

Web : www.bavariaisuzu.in

Name : Hrishikesh Kengar
Department: Aftersales
Location: Isuzu Workshop

Dear Hrishikesh

Sub: Increment for the performance year 2020 (Jan-Dec)

Since April 2020 till date, the entire world continues to be impacted by the pandemic where *precious lives and businesses* have been impacted badly. Our business is no exception to this situation but we managed to rise from the ashes since October 2020 but again in the month of April and May 2021, the ugly face of pandemic resurfaced and our business again suffered badly.

Even though business was not good, we wanted to recognise our employees and especially our performers who have stood by us in these times and done their best. Hence, we have decided to give annual increments to our employees in this situation where many automotive dealers have decided not to give any increments.

Keeping the above circumstances in mind, your performance during the year 2020 (Jan-Dec) has been evaluated as per the PMS guidelines and the management is delighted to share the following:

Annual Gross Increase: 25200

Increment %ge (on CTC):11%

Your revised CTC will be wef 1st August 2021 and shall reflect in your payslips.

I sincerely hope that the above increase will motivate you to deliver even better performance in the years to come.

All the best!!

Please note that the contents of this letter are extremely confidential and should not be shared with anyone.

Further, your terms of employment as mentioned in your appointment letter issued to you at the time of joining has been revised and is applicable with effect from 1st August 2021. It is assumed that you are ok with the revised terms (soft copy of draft appointment letter enclosed) unless you disagree to it in writing within 2 days from the receipt of this letter.

HR Department.