



December 22, 2022

Nitin Kumar
10122194

Compensation Letter

Dear Nitin,

We are pleased to inform you that your compensation has been revised effective January 01, 2023.

A detailed breakup of your revised compensation is attached herewith.

We thank you for your contribution to the success of Cimpress India and are confident that this recognition will continue to motivate you to achieve new milestones in the years ahead.

You understand and affirm the need to treat your compensation as highly individual and confidential, and not to be disclosed to anyone except your Manager and HR.

Yours sincerely,

For Cimpress India Private Limited

Ameya Sane
Head – Human Resources

Registrar
Invertis University
Bareilly

Director Corporate Relations
Invertis University
Bareilly



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Salary Structure

Salary Particulars	Per Annum (INR)
Basic	1,160,000
House Rent Allowance	580,000
Leave Travel Allowance (LTA)	92,800
Statutory Bonus	0
Flexi Pay	928,000
Gross Salary	2,760,800
PF Employer Contribution	139,200
ESIC	0
Total Cost to company	2,900,000

Following are the components applicable to you under Flexi Pay Basket:

Components	Max Limits Per Annum
Children Education Allowance	INR 1,200
Children Hostel Allowance	INR 3,600
Meal Vouchers	INR 26,400
Books & Periodicals	Up to INR 18,000
Professional Development Reimbursement	Up to 10% CTC
Telephone and Internet Reimbursement	Up to INR 18,000
National Pension Scheme (NPS)	10% of Basic Salary

The Balance amount under Flexi pay will be paid as Supplementary Allowance. Such supplementary allowance will be fully taxable.

Tax treatment of Flexi pay will be per the prevalent Income tax provisions. You will need to maintain and help us with the relevant documents as stated in the policy document/ other communications to claim specified exemptions/ deductions as per Income-tax Rules.

You are required to declare your options under Flexi pay Basket in the HGS portal. The guidelines relating to Flexi Pay are available in the policy folder.

[Signature]
Director Corporate Relations
Inventis University
Barilly

[Signature]
Registrar
Inventis University
Barilly



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