



Mu Sigma

October 30, 2019

Promotion Letter

Emp. Code : 9123
Emp. Name : Kaveramma PG

Dear Kaveramma,

It gives us great pleasure to inform you that in recognition of your performance, you will be promoted as an **Apprentice Leader** from **January 01, 2020**.

We are confident that you will meet your responsibilities with the same level of enthusiasm in your new role.

Effective **January 01, 2020**, your annual compensation will be **INR 1,100,000**.

You will be eligible for a Retention Bonus of **INR 200,000/-** payable in the payroll of **January 2021**

A detailed break up of your remuneration is attached as Annexure 1.

We look forward to your continued contribution towards building the world's largest and best Decision Sciences firm.

For Mu Sigma Business Solutions Pvt. Ltd.

Deepa S Mahesh
Global Head- Strategic Hiring
On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Note: The contents of this letter are confidential and should not be shared.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

ANNEXURE 1

Emp Code : 9123		
Emp. Name : Kaveramma PG		
Designation : Apprentice Leader		
Sl. No	Particulars	Per Annum
1	Basic Pay	405,000
2	HRA	162,000
3	Conveyance	19,200
4	Special Allowance	292,200
5	Employer's Contribution to PF*	21,600
6	Performance based variable pay	200,000
	Total Cost to Company	1,100,000
Other Benefits**		
Sl. No	Particulars	One Time Payout
1	Retention Bonus	200,000

- The performance based variable pay is an indicative amount and may vary depending on your performance and the Company's performance. **This is paid out once in a year at the end of the annual appraisal cycle.**
- You should be on the rolls of the company at the time of the payout to be eligible for performance based variable Pay and retention bonus. You would not be eligible for this payout if you have resigned /exited or serving notice.
- *PF amount mentioned shall differ based on nationality as per governing laws.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309