

Compensation Review 2024

Date: 26-Aug-24

Employee No : 404882
Name : Barathkumar Ramadoss
Career Band : BII
Role Band : B22
Title : V-Lead UX Engineer

Dear **Barathkumar Ramadoss**,

In keeping with our theme of “One WNS, One Goal – Outperform”, WNS Vuram is committed to focusing its efforts on building a performance-oriented culture. To this effect, we rely on you as a committed employee to create more value for our business, clients and yourself.

In recognition of your contribution during the last year, we are pleased to inform you that your compensation has been revised with effect from **01-Jul-2024**. Your revised gross pay is **INR 18,64,153 per annum** (INR **Eighteen Lakhs Sixty Four Thousand One Hundred Fifty Three** per annum) which is inclusive of Fixed Pay and Bonus.

A detailed stack-up of your revised compensation is attached in the Annexure for your reference.

All other terms and conditions of your employment will remain unchanged.

Wishing you the very best and looking forward to your continued enthusiasm and commitment to organizational growth.

With Regards,
For Vuram Technology Solutions Pvt. Ltd. (a WNS Company),



R Swaminathan
Chief People Officer

ANNEXURE

A. Compensation Stack-up:

Emp ID	: 404882	
Name	: Barathkumar Ramadoss	
Role Band	: B22	
Title	: V-Lead UX Engineer	
COMPENSATION COMPONENT	Ref.	Amount (in INR p.a.)
Basic		7,39,236
House Rent Allowance		4,10,676
Special Allowance		4,40,616
Transport Allowance		19,200
Medical Allowance		15,000
Internet Allowance		12,000
Fitness Allowance		6,000
Total Fixed Pay	A	16,42,728
Variable Pay	B	1,64,268
Total Gross Pay	C = A + B	18,06,996
Company's contribution to Provident Fund	D	21,600
Company contribution towards Gratuity	E	35,557
Total Cost to Company (CTC)	F = C + D + E	18,64,153

B. Note to Compensation Stack-up:

- Gratuity payable as per Payment of Gratuity Act, 1972
- Variable Pay payout will be based on your current role band and process and will be paid in accordance with the Company policy. The Variable Pay will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.
- Company's contribution to Provident Fund (PF): Company Contribution towards PF will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.