

31 May 2019

Private and confidential

Debayan Karmohapatra

Staff ID: 100507845

LoS: Advisory

SBU: Consulting

Office: Kolkata

Dear **Debayan**,

We are pleased to inform you that, based on the overall evaluation of your performance in 2018-2019, your performance is rated as **'Impact tier 3 (Dependable)'**.

Additionally, we are pleased to let you know that, effective 1 April 2019:

- i) You have been promoted to **Senior Consultant** at the management level of **Senior Associate**.
- ii) Your annual compensation has been revised to **INR 630,850/-**. Details of this compensation are provided in Annexure 1.
- iii) Subsequent to your promotion, your employment will be governed by the terms and conditions of the employment pertaining to your new designation as per the Human Capital policy.

For the financial year 2018-2019, you are eligible to receive a Variable Pay / Performance Bonus of **INR 87,522/-**. Subject to you fulfilling the terms and conditions set out in the firm's policy, this amount will be paid on 1 July 2019.

The Annual Compensation and Variable Pay / Performance Bonus includes the statutory bonus, wherever applicable. These payments will be subject to deduction of tax at source, in accordance with the Income Tax Act, 1961 and all other central and state legislation applicable to your base location.

Kindly maintain confidentiality of your compensation details at all times.

We thank you for your contribution to the firm. We strongly believe that your continued commitment and increased efforts will enable us to retain our position as a premier professional services firm in India.

We would like to take this opportunity to wish you the very best for the year ahead.

Yours sincerely,

Arnab Basu and Pawan Kumar S

Technology Consulting Leaders

PricewaterhouseCoopers Private Limited

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Annexure 1

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Compensation details :

	INR per month	INR per annum
Basic	21,028	
House Rent Allowance	10,514	
* Provident Fund (employer's contribution)	2,523	
Monthly Total	34,065	
**RFB and employer's contribution to NPS		222,059
Total Base Pay		630,850

* In addition, 12% of Basic salary will be deducted as employee's contribution to Provident Fund.

** If you are eligible for Reimbursable Flexible Benefits (RFB) and have opted for National Pension Scheme (NPS), the firm will contribute 10% of your Basic salary as its contribution towards NPS. In case you feel that the firm should not contribute/contribute at a lesser rate, please update the NPS and RFB forms. The lesser contribution to NPS will move towards RFB.

Gratuity is payable in accordance with the provision of the Payment of Gratuity Act, 1972.

Other benefits

Group Mediclaim Insurance: You and your family members are covered to the extent of INR 300,000 under the Group Medical Insurance.

Group Personal Accident Insurance: You are covered to the extent of INR 1,000,000 under the Group Personal Accident Insurance.

Group Term Life Insurance: You are insured to the extent of INR 3,000,000 under the Group Term Life Insurance.

Please refer to the HC manual for further details on benefits that are available to you during the course of your employment with the firm.

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