

Date : 16-Mar-2020  
Name : Nishtha Goel  
Employee ID : 146108



Dear **Nishtha Goel**,

Your contribution in 2019 placed EXL in a strong position. As we start moving beyond the \$1 billion revenue mark guided by our Long Term Strategy developed last year, we see a sea of opportunity in front of us. A deeper engagement with C-level executives in client organizations and our ability to orchestrate technology and skills make this opportunity truly achievable and real.

We are pleased to inform that your goal rating for 2019 has been assessed as below:

**Goal rating for 2019 : Meeting most performance criteria**

Accordingly, in recognition of your contributions and achievement, effective April 1, 2020, your revised Basic Salary Per Annum will be as follows:

**Basic Salary Per Annum INR 212,100**

(You will be eligible for all other allowances, as per annexure, subject to the applicable company policy towards your category of personnel).

This increment, if applicable, will be payable to you in accordance with the Policy of the company subject to your being on the rolls of the company/not serving notice on the date of payout.

We look forward to your continued contribution in achieving the milestones in this journey.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nalin Kumar Miglani".

**Nalin Kumar Miglani**

**Executive Vice President & Chief Human Resource Officer**

Name : **Nishtha Goel**

Employee ID : **146108**

Fixed Compensation in INR, with effect from 1-Apr-20 is given below:

Basic	212,100
Housing	106,050
Leave Travel	17,668
Adhoc Allowance	234,528
<b>Retirals</b>	
Provident Fund	25,452
Gratuity*	10,202
<b>Cost To Company (CTC)</b>	<b>606,000</b>

\*You shall be provided with benefits of Gratuity in accordance with the applicable Gratuity act 1972.