



February 01, 2019

Employee Name -Suraj A Jain
Employee ID-4153

Dear Suraj,

Sub: Compensation Review

Your annual review for 2018 has been completed and you must have received feedback from your reporting manager.

Based on performance and other market parameters, effective **February 01, 2019** your annual compensation is revised to **Rs. 319219.00 (Rupees Three Lakh Nineteen Thousand Two Hundred Nineteen Only)**. A detailed breakup is attached as annexure. All other terms and conditions communicated to you earlier remain unaltered

You shall be eligible to participate in the Company's 2019 Target Bonus Program as applicable to you. Your annual target bonus is **Rs.15961.00 (Rupees Fifteen Thousand Nine Hundred Sixty OneOnly)**, awarded based on individual and company's performance. Payout is made annually in accordance with your annual performance appraisal. Your bonus eligibility will be calculated on the basis of your total eligible earnings over the review period, as determined by your performance and company's performance and shall be subject to the sole discretion of the Company.

We would like to thank you for your commitment and contribution to the organization and expect your continued performance and support in the growth of the organization.
Please treat this letter as strictly confidential.

For Envestnet | Yodlee

Madhvi Arora
VP – HR

Envestnet | Yodlee
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Name of the Employee : Suraj A Jain		
<u>Annexure - A</u>		
<u>Compensation Structure</u>		
Salary & Reimbursements	Per Annum (Rs.)	Per Month (Rs.)
Basic Salary	168260	14022
Dearness Allowance	16800	1400
House Rent Allowance	74024	6169
Special Allowance	0	0
Employers' Contribution to PF	21600	1800
Statutory Bonus	15400	1283
Basket of Reimbursement*	23135	1928
Total(A)	319219	26602
Target Bonus (B)	15961	
TOTAL (A)+(B)	335180	
*All statutory deduction applicable as per law.		
* Basket of Reimbursement: Employee needs to select on Payroll portal. The unclaimed reimbursement will be treated as special allowance which is subject to tax deduction at appropriate rates.		
* Target Bonus - Payout is made annually to those on rolls of the company as of 31 December of that year. Bonus eligibility will be calculated on a prorata basis. It will be determined by an individual performance and the company's performance and shall be subject to the sole discretion of the Company.		