

May 26, 2021

Routhu Devi Mounika

25-9-225/B, Rama Lakshman Nagar,
Nukala Ramanuja Street,
Bhimavaram-534202

Dear **Routhu Devi**,

We are delighted to offer you a position as **Associate, Technology Level 1** with Publicis Sapien, a division of TLG India Pvt. Ltd ("Publicis Sapien").

Publicis Sapien will provide you with a total compensation package that consists of your base salary, statutory retirement benefits.

The Total Cost to Company offered to you is INR **950,000/-** which includes the following:-

- An annualized base salary of INR **897,208/-** (including HRA)
- Provident Fund and Gratuity contributions, (As per the applicable provisions)

Tax at the applicable rate shall be deducted at source from your salary.
(Please refer to Annexure "B" for details)

Your anticipated start date will be **June 30, 2021**. You will be on probation for a period of 6 months from the start date of your employment. Your home office would be in **Bangalore**, India.

In addition to your salary, you will be entitled to:

- Receive a Sign on bonus of Rs 100000/-. You will receive this signing bonus, less all taxes owed, you would be receiving the same by the second payroll cycle. You agree that you will repay this bonus in full if you leave voluntarily, or if you are terminated by Publicis Sapien with cause, before 18 Months of your employment.
- Participate in the Publicis Sapien's health care and life insurance scheme.

The realisation of the above items is subject to the terms set forth in Annexure 'A' under the respective clause. We are looking forward to your joining us. Our top priority is to employ individuals like you, who can use their business knowledge and creativity to add value to Publicis Sapien and its clients. We are sure that you would find life with Publicis Sapien to be motivating and challenging.

TLG India Private Limited

GIL SEZ, Candor Techspace,
Building No. 1, Tower B, Ground – 3rd Floor,
Building No. 2, Tower A, Ground & First Floor,
Building No. 5, Ground & First Floor,
SEZ Sector 21, Village Dundahera,
Gurgaon - 122016 Haryana, India

TEL +91 (124) 672 4000
FAX +91 (124) 672 4027

TLG India Private Limited

Oxygen Business Park Private Limited SEZ,
Tower C, 2nd - 4th Floor, Plot No. 7,
Sector 144, Expressway,
Noida – 201301
Uttar Pradesh, India

TEL +91 (120) 479 5000
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TLG India Private Limited

Bagmane Constellation Business Park,
2870, Building Virgo, Outer Ring Road,
Doddanekundi Circle, Marathahalli Post,
Bengaluru - 560037 Karnataka, India

TEL +91 (80) 6128 0000
FAX +91 (80) 6128 0001

Registered Office: TLG India Private Limited

15th Floor, Umi Estate, Tower A, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai-400013.
Tel: +91 (22) 6804 3600 Fax: +91 (22) 6804 3601 CIN: U74110MH1972FTC015798

www.publicissapien.com

| Employee Name | Routhu Devi Mounika | Level/Designation | Associate, Technology Level 1 | |
|--|---|---|-------------------------------|---------|
| | | | Salary Structure | |
| S.No. | Components | Components Details | Monthly | Annual |
| A | Fixed | | | |
| 1 | Basic Salary | 35% of Base Salary | 26,169 | 314,023 |
| B | Flexible | | | |
| 2 | House Rent Allowance | Can be fixed at 10% or 21% of Base Salary | 15,701 | 188,414 |
| 3 | Leave Travel Assistance | Default amount will be set as zero or can be claimed once a year as per entitlement per career stage | 0 | 0 |
| | Special Allowance | | | |
| 4 | Special Allowance | Base Salary - (Fixed elements + Flexible Element + Optional Benefits) | 32,898 | 394,771 |
| | Optional Benefits | | | |
| 5 | Meal Coupons | Optional benefit to buy meals at INR 100 per day for 20 days. Default amount will be set as zero. | 0 | 0 |
| 6 | Car Lease Scheme | Available for Sr. Associate & above. Associate can join the scheme post 2 year completion. Default amount will be set as zero. | 0 | 0 |
| 7 | Car Fuel and maintenance | Optional benefit to enroll in to Car Fuel and Maintenance for people enrolled in car lease (Limits basis career stage) or self-owned car (Limit: INR 2000 per month). Default amount will be set as zero. | 0 | 0 |
| 8 | Driver Salary | Optional benefit to enroll in to Driver Salary for people enrolled in car lease (Available for Managers and above and limits basis career stage) or self-owned car (Available for all career stages and limit: INR 1000 per month). Default amount will be set as zero. | 0 | 0 |
| C | Base Salary = (1+2+3+4+5+6+7+8) | | 74,767 | 897,208 |
| D | Total Cash = (C) | | | 897,208 |
| 9 | Provident Fund | 12% of Basic Salary *In case the Basic Salary is less than INR 15,000, the contribution shall be INR 1,800. | 3,140 | 37,683 |
| 10 | Gratuity | Deemed Value *Calculated at 4.81% of the basic salary (1.68% of base salary). The maximum aggregate value is INR 20,00,000 | 1,259 | 15,109 |
| E | Total Retiral Benefits (Company Contribution) | | 4,399 | 52,792 |
| | | | | |
| | **Total Cost to the Company (Before Tax Deduction) = D+E | | | 950,000 |
| **The above stated elements of compensation are taxable as per applicable Income Tax Laws. All the figures are in INR (India Rupees) only. | | | | |

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