

Date : 01-Jul-2024
Name : Shivansh Pandey
Employee ID : 190906



Dear **Shivansh Pandey**,

On review of your performance and exemplary leadership skills, we are pleased to promote you to the role of **Assistant Manager, BI Developer - EXL Digital at Band Level B1** with effect from **01-Jul-2024**. Both, the Management and your peers are proud to have your presence amongst them and extend their support to help you perform in your new role sustaining the high levels of performance consistently.

Your revised Basic Salary Per Annum shall be INR 315,000 per annum.

Please see the attached sheet for details on your revised compensation.

Your future increments would be governed by the Increment policy and are subject to management's discretion.

Also, subsequent to this promotion, your notice period stands increased to 90 days.

We would like to thank you for your contributions to help EXL achieve its business goals. We are on an exciting journey which will present to you several opportunities of development and growth. We look forward to your continued commitment and contribution in achieving the milestones in this journey.

All the terms & conditions of your appointment are as per your appointment contract duly modified in compliance with EXL's policies, amended as deemed necessary.

Sincerely,

A handwritten signature in black ink, appearing to read 'Pamela H. Harrison'.

Pamela Marilyn Harrison
Executive Vice President & Chief Human Resource Officer

Name : Shivansh Pandey

Employee ID : 190906

Fixed Compensation in INR, with effect from 01-Jul-2024 is given below:

Basic	315,000
Housing	157,500
Leave Travel	26,240
Adhoc Allowance	314,708
Business Related Expenses	
Telephone Reimbursement	12,000
Vehicle Running & Maintenance	21,600
Retirals	
Provident Fund	37,800
Gratuity	15,152
Fixed Compensation	900,000