

16-Dec-2021

Prakash Kumar Thuthika
703171517

Promotion Letter

Dear Prakash,

Congratulations! We are excited and delighted to inform you **that you have been promoted to Senior Manager 4.4D** effective **01-Nov-2021**.

Your promotion is a true reflection of how valued you are and how critical we believe your contribution is to the success of our organization. You are a terrific example of the value proposition we stand for – of helping our employees learn, grow and succeed.

2020 has shown us what it means to be resilient and what it takes to thrive in the new normal. Our collective actions have helped us adapt and rise, and we're proud to be restoring compensation increases.

With this promotion, your salary is revised from **INR 1,459,900** to **INR 1,668,700** with effect from **01-Nov-2021**. Your Target Bonus continues to be **8.7%** of base; to be prorated as applicable.

With this salary revision, your compensation structure also has been revised. Please refer to the details on the next page. Your next salary review is scheduled for **01-Nov-2022** and will be linked to your performance and Genpact's. As per company policy your notice period is 90 days. All other terms and conditions of your appointment remain the same.

Once again, thank you for everything you do. We appreciate your contributions to making Genpact a great place to work.

Warm Regards,

Acknowledged

Human Resources

Prakash Thuthika

*This is a System Generated Letter and does not require any signature.

*Your bonus payout (If applicable) for the current and subsequent years would be subject to your performance and Genpact's as well as market factors. It is subject to change and is not guaranteed. Genpact reserves the right to amend, replace, or terminate the bonus plan at its discretion at any time.

Genpact India Pvt. Ltd.
CIN: U73100DL2005PTC307363

Genpact India Private Limited 12A (Ground floor), Prakash Deep Building, 7,
Tolstoy Marg, New Delhi-110001

Annexure 1

Employee OHR : 703171517
Employee Name : Prakash Kumar Thuthika
Effective Revision Date : 01-Nov-2021

	Old	New
Designation	Manager	Senior Manager
Band	4.4C	4.4D

CTC Increase % : 14.3

COMPENSATION DETAILS

	Previous Amount (INR)	Revised Amount (INR)
Components	Annual	Annual
Basic Salary	583,960	667,480
Provident Fund	70,075	80,098
Conveyance Allowance	90,000	90,000
HRA	350,376	400,488
Additional Allowance	365,489	430,634
CTC	1,459,900	1,668,700

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