



Anil Kumar Anal
406655
Sr. Prof-App Dev

Dear **Anil Kumar**,

This year, in many ways, is a year of accomplishments.

As we look forward, the biggest opportunity for us is to align Digital Transformation with our strategy of non-linear sustainable profitable growth.

Your efforts have driven tremendous results for the organization, and we have much to be proud of. Based on your contribution and performance we are pleased to inform you that your compensation has been revised effective **26-Sep-19**. Please refer to the annexure to review the change in your compensation.

All other terms and conditions of your employment remain unchanged.

These are exciting times for the industry and using our One Sutherland Team Winning Behaviors, we can Play to Win.



Annexure

Details of Monthly and Annual Cost to the Company	
Full Name	Anil Kumar Anal
Designation	Sr. Prof-App Dev
Effective Date	26-Sep-19

<u>Components</u>	<u>Revised (in Rs.)</u>	
	<u>Monthly</u>	<u>Annual</u>
Fixed Pay (A)		
Basic Salary	48,401	5,80,817
House Rent Allowance	24,201	2,90,409
Statutory Bonus	2,525	30,295
Medical Reimbursement	1,250	15,000
Special Allowance/Choice Pay	61,913	7,42,955
Skill Based Pay(B)		
Skill Based Pay	-	-
Gross (A + B)	1,38,290	16,59,476
Variable Pay (C)		
Performance Incentive*	3,500	42,000
Statutory Benefits (D)		
Employer's Contribution to PF	1,800	21,600
Gratuity	2,327	27,924
Cost To Company (A+B+C+D)	1,45,917	17,51,000

* Performance Incentive	You would be eligible for Performance Incentive as per the terms and conditions specified in your offer letter.
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