



Sri Naga Chandra Sekhar Allam

523412

Sr. Assoc-App Dev

Dear **Sri Naga Chandra Sekhar Allam**,

In recognition of your contribution to Sutherland, we are pleased to inform you that your compensation has been revised effective **26-Sep-2022**. Please refer to the annexure to review the change in your compensation.

All other terms and conditions of your employment shall remain in accordance with the company policies.

We are One Sutherland team and the velocity of our evolution continues to accelerate along with the need for innovation and reinvention. We look forward to your continued partnership with Sutherland.

Best regards.

A handwritten signature in black ink, appearing to read "Roxana Ebenezer", with a stylized flourish at the end.

Roxana Ebenezer
AVP-Total Rewards

INDIVIDUAL COMPENSATION STATEMENT

Annexure

Details of Monthly and Annual Cost to the Company	
Name	Sri Naga Chandra Sekhar Allam
Designation	Sr. Assoc-App Dev (L2)
Effective Date	26-Sep-2022

<u>Components</u>	<u>Revised (in Rs.)</u>	
	<u>Monthly</u>	<u>Annual</u>
Fixed Pay (A)		
Basic Salary	14,396	172,758
House Rent Allowance	7,198	86,379
Statutory Bonus	3,251	39,012
Special Allowance/Choice Pay	16,287	195,445
Gross	41,133	493,594
Variable Pay (B)		
Performance Incentive (PI)*	2,000	24,000
Statutory Benefits (C)		
Employer's Contribution to PF	1,800	21,600
Gratuity	692	8,306
Cost to Company (A+B+C)	45,625	547,500

* Performance Incentive	You would be eligible for Performance Incentive against the target set by the company on a time to time basis. Please refer to PI policy for more details.
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Best regards.



Roxana Ebenezer
AVP-Total Rewards