



Baisani Venkata Sudhakara Rao

513831

Prof-App Dev

Dear **Baisani Venkata Sudhakara Rao**,

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	
<b>Name</b>	Baisani Venkata Sudhakara Rao
<b>Designation</b>	Prof-App Dev (L3)
<b>Effective Date</b>	26-Sep-2022

<u>Components</u>	<u>Revised (in Rs.)</u>	
	<u>Monthly</u>	<u>Annual</u>
<b>Fixed Pay (A)</b>		
Basic Salary	39,710	476,522
House Rent Allowance	19,855	238,261
Statutory Bonus	3,251	39,012
Special Allowance/Choice Pay	50,641	607,695
<b>Gross</b>	<b>113,458</b>	<b>1,361,490</b>
<b>Variable Pay (B)</b>		
Performance Incentive (PI)*	2,000	24,000
<b>Statutory Benefits (C)</b>		
Employer's Contribution to PF	1,800	21,600
Gratuity	1,909	22,910
<b>Cost to Company (A+B+C)</b>	<b>119,167</b>	<b>1,430,000</b>

* 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.
-------------------------	--

Best regards.



**Roxana Ebenezer**  
AVP-Total Rewards