



**Mu Sigma**

December 15, 2020

**Challenge 2021- Compensation Letter**

**Emp No : 10688**

**Emp Name : Sudhanshu Aggarwal**

**Dear Sudhanshu,**

**Congratulations!!**

This is to inform you that you are promoted as **Apprentice Leader** and your revised compensation effective **January 01, 2021** will be **INR 1,000,000** comprising of **INR 800,000** as Fixed Pay and **INR 200,000** as Variable Pay.

For the year 2021, the company has decided to commit a certain percentage of the variable pay as a minimum guaranteed payout for a cross section of employees. This is to bring some certainty to employees even while being in an uncertain environment. This minimum guaranteed payout has been termed "Challenge Bonus".

In the revised compensation structure, your Challenge Bonus will be **50%** of your variable pay, this being the minimum guaranteed Variable Pay to be disbursed in the **January 2022** payroll.

We look forward to your continued contribution towards making Mu Sigma the world's largest and best Decision Sciences firm.

**For Mu Sigma Business Solutions Pvt. Ltd.,**

**Sivaramakrishnan K**

**Head of People Interactions**

On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Note: The contents of this letter are confidential and should not be shared.

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**Mu Sigma Business Solutions Private Limited**

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CIN: U74140KA2005PTC036309

**Annexure**

<b>TOTAL COMPENSATION BREAKUP</b>		
<b>SI No</b>	<b>Particulars</b>	<b>Per Annum (INR)</b>
1	Basic Pay	<b>360,000</b>
2	HRA	<b>144,000</b>
3	Special Allowance	<b>274,400</b>
4	Employer's Contribution to PF*	<b>21,600</b>
5	Variable Pay	<b>200,000</b>
<b>Total CTC</b>		<b>1,000,000</b>
<b>One Time Allowance</b>		
1	<b>Retention Bonus</b>	<b>100,000</b>

- Your special allowance component also comprises of FBP (Flexi Benefit Plan).
- Retention bonus shall be payable to you in January 2022 payroll.
- You will not be eligible for the challenge bonus, retention bonus and or additional variable pay payout if you are serving notice or have exited the company at the time of disbursement.

\*PF amount mentioned shall differ based on nationality as per governing laws.

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