



Bhagyashree Bai
239648
Sr. Assoc-Data Analytics

Dear **Bhagyashree**,

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	Bhagyashree Bai
Designation	Sr. Assoc-Data Analytics
Effective Date	26-Sep-19

<u>Components</u>	<u>Revised (in Rs.)</u>	
	<u>Monthly</u>	<u>Annual</u>
Fixed Pay (A)		
Basic Salary	10,608	1,27,302
House Rent Allowance	5,304	63,651
Statutory Bonus	2,980	35,758
Medical Reimbursement	1,250	15,000
Special Allowance/Choice Pay	9,417	1,13,009
Skill Based Pay(B)		
Skill Based Pay	750	9,000
Gross (A + B)	30,310	3,63,720
Variable Pay (C)		
Performance Incentive*	2,750	33,000
Statutory Benefits (D)		
Employer's Contribution to PF	1,800	21,600
Gratuity	510	6,120
Cost To Company (A+B+C+D)	35,370	4,24,440

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