

Bhagyashree Bai

Employee Number: 239648

Trainee Analyst

Dear Bhagyashree,

The fiscal year 2017 was another great year for Sutherland and we would like to thank you for your contributions. It is your continued commitment, dedication by delivering the best and partnering with our clients that has enabled us to sustain our success.

In recognition of your contribution to Sutherland and our clients, we are pleased to share your revised Total Rewards Statement which is effective **26-Sep-17**. For further details, please refer to the Annexure.

All other terms and conditions of your employment remain unchanged.

We look forward to your continued contribution to Sutherland and to a very successful Financial Year 2018!

**Annexure**

Details of Monthly and Annual Cost to the Company	
<b>Full Name</b>	Bhagyashree Bai
<b>WEF</b>	26-Sep-17
<b>Designation</b>	Trainee Analyst

<b>Components</b>	<b>Revised (in Rs.)</b>	
	<b>Monthly</b>	<b>Annual</b>
<b>Fixed Pay (A)</b>		
Basic Salary	10,099	121,190
House Rent Allowance	5,050	60,595
Statutory Bonus	1,732	20,786
Medical Reimbursement	1,250	15,000
Special Allowance/Choice Pay	9,974	119,685
<b>Skill based Pay(B)</b>		
Skill based Pay	750	9,000
<b>Gross (A+B)</b>	<b>28,855</b>	<b>346,256</b>
<b>Variable Performance Pay (C )</b>		
Performance Incentive*	2,750	33,000
<b>Statutory Benefits and Insurance (D)</b>		
Employer's Contribution to PF	1,800	21,600
Gratuity	486	5,826
Insurance**	360	4,318
<b>Cost To Company (A+B+C+D)</b>	<b>34,250</b>	<b>411,000</b>
<b>Net Salary (Gross - PF)***</b>	<b>27,055</b>	<b>324,656</b>

* Performance Incentive	You would be eligible for Performance Incentive as per the terms and conditions specified in your offer letter.
**Insurance	Accident Insurance, Mediclaim Insurance, & Life Insurance as per prevalent policy.
***Net Pay	Excluding other state specific statutory contributions (LWF/Professional Tax etc.) / other deductions as applicable