

May 31, 2018

Private & Confidential

Dhananjay Dewangan

Staff ID: 730175

LOS: Advisory

SBU: Consulting

Office: Kolkata

Dear **Dhananjay**,

We are pleased to inform you that, based on an overall evaluation of your performance in 2017-18, your performance is rated as '**Commendable**'.

Additionally, we are pleased to let you know that, effective 1st April 2018:

- i) You have been promoted to **Senior Consultant** at the management level of **Senior Associate**.
- ii) Your annual compensation has been revised to **Rs. 661,250/-**. Details of this compensation are provided in Annexure 1.
- iii) Subsequent to your promotion, your employment will be governed by the Terms and Conditions of the employment pertaining to your new designation as per the Human Capital policy.

For the financial year 2017-18, you are eligible to receive a Variable Pay / Performance Bonus of **Rs. 66,125/-**. Subject to your fulfilling the terms and conditions set out in the Firm's policy, this amount will be paid on 2nd July 2018.

The Annual Compensation and Variable Pay / Performance Bonus includes the statutory bonus, wherever applicable. These payments will be subject to deduction of tax at source, in accordance with the Income Tax Act, 1961 and all other central and state legislation applicable to your base location.

Kindly maintain confidentiality of your compensation details at all times.

We thank you for your contribution to the Firm. We strongly believe that your continued commitment and increased efforts will ensure we retain our position as a premier professional services Firm in India.

We would like to take this opportunity to wish you the very best in the year ahead.

Yours sincerely,

Arnab Basu and Pawan Kumar S
Technology Consulting Leaders
PricewaterhouseCoopers Private Limited

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Annexure 1

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Compensation Details :

	Rs. Per Month	Rs. Per Annum
Basic	22,042	
House Rent Allowance	11,021	
* Provident Fund (Employer's Contribution)	2,645	
Monthly Total	35,708	
**RFB & Employer's Contribution to NPS		232,760
Total Base Pay		661,250

* In addition, 12% of Basic salary will be deducted as Employee contribution to Provident Fund.

** The Firm has decided to contribute 10% of your Basic salary as its contribution towards National Pension Scheme (NPS). In case, you feel that the Firm should not contribute/ contribute at a lesser rate, please update the National Pension Scheme (NPS) & Reimbursable Flexible Benefits (RFB) form. The lesser contribution to NPS will move towards RFB.

Gratuity is payable in accordance with the provision of the Payment of Gratuity Act, 1972.

Other Benefits

Group Mediclaim Insurance: You and your dependents are covered to the extent of INR 300,000 under the Group Medical Insurance.

Group Personal Accident Insurance: You are covered to the extent of INR 1,000,000 under the Group Personal Accident Insurance.

Group Term Life Insurance: You are insured to the extent of INR 3,000,000 under the Group Term Life Insurance.

Please refer to the HC manual for further details on benefits that are available to you during the course of your employment with the firm.

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