

Date : 01-Feb-2024  
Name : Jay Rajeshkumar Patel  
Employee ID : 177381



Dear **Jay Rajeshkumar Patel**,

On review of your performance and exemplary leadership skills, we are pleased to promote you to the role of **Senior Consultant - Analytics at Band Level C1** with effect from **01-Feb-2024**. Both, the Management and your peers are proud to have your presence amongst them and extend their support to help you perform in your new role sustaining the high levels of performance consistently.

**Your revised Basic Salary Per Annum shall be INR 752,500 per annum.**

Please see the attached sheet for details on your revised compensation.

Your future increments would be governed by the Increment policy and are subject to management's discretion.

Also, subsequent to this promotion, your notice period stands increased to 90 days.

We would like to thank you for your contributions to help EXL achieve its business goals. We are on an exciting journey which will present to you several opportunities of development and growth. We look forward to your continued commitment and contribution in achieving the milestones in this journey.

All the terms & conditions of your appointment are as per your appointment contract duly modified in compliance with EXL's policies, amended as deemed necessary.

Sincerely,

A handwritten signature in black ink, appearing to read 'Pamela H Harrison'.

**Pamela Marilyn Harrison**  
**Executive Vice President & Chief Human Resource Officer**

Name : Jay Rajeshkumar Patel

Employee ID : 177381

Fixed Compensation in INR, with effect from 01-Feb-2024 is given below:

Basic	752,500
Housing	376,250
Leave Travel	62,683
Adhoc Allowance	481,672
<b>Business Related Expenses</b>	
Telephone Reimbursement	18,000
Vehicle Running & Maintenance	21,600
Driver's Wages	10,800
<b>Company Car</b>	300,000
<b>Retirals</b>	
Provident Fund	90,300
Gratuity	36,195
<b>Fixed Compensation</b>	2,150,000