

April 01, 2023

Ref: HR/PL/MMGBSI-424/23

Employee Name : Kranthi Jella

Employee ID : MMGBSI-424

Title : Analyst, Data

Promotion Letter 2023

Dear Kranthi,

We are pleased to inform you that you have been promoted to **Senior Analyst, Data** effective **April 01, 2023** in the services of **MassMutual Global Business Services India LLP**.

On behalf of the management team, I would like to extend my sincere appreciation for your valuable involvement and contribution to MassMutual.

Based on your performance and assessment from your reviewing manager, the revised Compensation effective April 01, 2023 is as follows-

Pay Components	Annual (INR)	Month (INR)
Fixed Compensation - A	₹ 598,644	₹ 49,887
Basic Salary	₹ 299,322	₹ 24,943
House Rent Allowance (HRA)	₹ 179,593	₹ 14,966
Allowances	₹ 119,729	₹ 9,978
Retirals - B	₹ 50,316	₹ 4,193
Provident Fund (Employer Contribution)	₹ 35,919	₹ 2,993
Gratuity	₹ 14,397	₹ 1,200
Variable Pay (Annual Target Short Term Incentive) - C	₹ 22,449	₹ 1,871
Cost to Company (CTC) = A+B+C	₹ 671,409	₹ 55,951

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

All other terms and conditions of your employment remain unchanged and you are expected to abide by the applicable rules and regulations. Matters related to your compensation are strictly confidential between you and the company, and therefore should be treated as such.

I take this opportunity to thank you for your commitment and I am certain that your contributions and continued commitment to MassMutual Global Business Services India LLP will help us scale greater heights.

We wish you all the best and trust that you will continue to put in your best efforts.

Yours sincerely,

For **MassMutual Global Business Services India LLP**



Yadhu Kishore Nandikolla
Director, Human Resources