

April 01, 2022

Ref: HR/CRL/MMGBSI-424/22

**Employee Name :** Kranthi Jella

**Employee ID :** MMGBSI-424

**Title :** Analyst, Data

**Compensation Revision Letter 2022**

Dear Kranthi,

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, 2022 is as follows-

Pay Components	Annual (INR)	Month (INR)
<b>Fixed Compensation - A</b>	<b>₹ 520,560</b>	<b>₹ 43,380</b>
Basic Salary	₹ 260,280	₹ 21,690
House Rent Allowance (HRA)	₹ 156,168	₹ 13,014
Allowances	₹ 104,112	₹ 8,676
<b>Refirals - B</b>	<b>₹ 43,753</b>	<b>₹ 3,646</b>
Provident Fund (Employer Contribution)	₹ 31,234	₹ 2,603
Gratuity	₹ 12,519	₹ 1,043
<b>Variable Pay (Annual Target Short Term Incentive) - C</b>	<b>₹ 19,521</b>	<b>₹ 1,627</b>
<b>Cost to Company (CTC) = A+B+C</b>	<b>₹ 583,834</b>	<b>₹ 48,653</b>

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