



Compensation Statement

Kulasekaralwar Chandiran
343310
Assoc Prof-Platform Solution

Dear **Kulasekaralwar**,

This fiscal year 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-18**. 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 Year ahead!



Compensation Statement

Annexure

Details of Monthly and Annual Cost to the Company	
Full Name	Kulasekaralwar Chandiran
Effective Date	26-Sep-18
Designation	Assoc Prof-Platform Solution

Components	Revised (in Rs.)	
	Monthly	Annual
Fixed Pay (A)		
Basic Salary	16,861	2,02,329
House Rent Allowance	8,430	1,01,165
Statutory Bonus	1,400	16,800
Medical Reimbursement	1,250	15,000
Special Allowance/Choice Pay	17,482	2,09,789
Skill Based Pay(B)		
Skill Based Pay	2,750	33,000
Gross (A + B)	48,174	5,78,083
Variable Pay (C)		
Performance Incentive*	2,000	24,000
Statutory Benefits and Insurance (D)		
Employer's Contribution to PF	1,800	21,600
Gratuity	811	9,727
Cost To Company	52,784	6,33,410
Net Salary (Gross - PF)**	46,374	5,56,483

* Performance Incentive	You would be eligible for Performance Incentive as per the terms and conditions specified in your offer letter.
**Net Salary	Excluding other state specific statutory contributions (LWF/Professional Tax etc.) / other deductions as applicable