

Date : 01-Jan-2021
Name : Nobal Goswami
Employee ID : 135671



Dear **Nobal Goswami**,

On review of your performance and exemplary leadership skills, we are pleased to promote you to the role of **Tech Lead - Digital Solution Center at Band Level B2** with effect from **01-Jan-2021**. 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 462,000 per annum.

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

Your future increments, which are due in April, 2022, shall be calculated on this revised salary and will be pro-rated from the date of promotion.

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 blue ink, appearing to read 'Nalin', is written over a light blue circular stamp.

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer

Name : **Nobal Goswami**

Employee ID : **135671**

Fixed Compensation in INR, with effect from 01-Jan-2021 is given below:

Basic	462,000
Housing	231,000
Leave Travel	38,485
Adhoc Allowance	477,253
Business Related Expenses	
Telephone Reimbursement	12,000
Vehicle Running & Maintenance	21,600
Retirals	
Provident Fund	55,440
Gratuity	22,222
Fixed Compensation	1,320,000