

Ref: Midterm/358002/2017

Date: 09-May-2017

Name (Employee ID) : Pratik Pramod Sarode (358002)
Band : U2
Cluster : SBU DACME
Country,Currency : India,INR

Dear Pratik Pramod Sarode,

Your India compensation has been revised with effect from 01-Jul-2017 as per below structure.

Components	Current Per Annum	Revised Per Annum
Basic Pay	88,545	145,231
House Rent Allowance	44,273	72,616
Conveyance Allowance	19,200	19,200
Flexible Benefits Plan ⁽¹⁾	108,507	205,628
Statutory Bonus ⁽²⁾	24,000	24,000
Provident Fund (12% of Basic Pay)	10,625	17,428
A. Fixed Pay	295,150	484,103
B. Variable Pay ⁽³⁾	32,794	53,789
Cost to Company (CTC) (A+B)	327,944	537,892
C. Gratuity ⁽⁴⁾		6,986
D. Medical Insurance Premium ⁽⁵⁾		5,122
Total Cost to Company (TCC) (A+B+C+D)		550,000

- **Flexible Benefit Plan:** Associates will also be given an option to restructure their "Flexible Benefit Plan". For more details on eligibility and limits, Please refer to Flexible Benefit Pay policy on BMS
- **Statutory Bonus :** if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary
- **Variable Pay:** Variable Pay (VP) amount mentioned is at 100% payout and payable as per Variable policy applicable for the Financial Year. For more details, please refer to Variable Pay policy on BMS.
- **Gratuity:** Gratuity shall apply as per "Gratuity Act 1972".
- **Medical Insurance Premium:** In addition to the above you are eligible to be covered under : Existing Group Term Life Insurance cover providing Life Insurance Coverage, Group Personal Accident Insurance and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.

This communication regarding your compensation and employee benefits supersedes all previous communication on the subject. Please note any information related to your salary is strictly confidential between you and the organization and you are requested to treat the same accordingly.

All other terms and conditions remain unchanged, unless intimated otherwise.

With Best Wishes,



Sucharita Palepu
Global Head – People Policies & Practices