



May 14, 2018

Prince LNU
Employee Code: 1076961
Location: Gurgaon

Dear Prince,

Congratulations!!

This is to confirm that following your participation in our internal Assessment Centre recently, we would like to offer you a new role.

This well-deserved career milestone recognizes the continuing development of your personal competencies and individual contribution to our firm.

Your new job title will be **Module Lead** and your new grade is **C2**. Your revised annual guaranteed salary will be INR **829000** effective May 01, 2018, (Refer to the annexure for details).

All the other terms & conditions of your employment remain unchanged.

We look forward to your continued commitment and wish you all the best for a rewarding career with Mercer.

Sincerely,

A handwritten signature in blue ink, appearing to read "Amit Ahuja", written in a cursive style.

Amit Ahuja
Principal – Talent Acquisition

Annexure: Summary of Compensation and Benefits Applicable to Mr. Prince LNU
Effective May 01, 2018

	<i>Per month (INR)</i>	<i>Per annum (INR)</i>
Basic Salary	27633	331600
House Rent Allowance	13817	165800
Special Allowance	22015	264175
Leave Travel Assistance	2303	27633
Provident Fund (Employer's contribution) (The company will contribute an amount equivalent to 12% of your above said Basic salary to the Provident Fund. You will also be required to make an equivalent contribution which will be deducted from your salary. You may also make additional contributions if you wish as per rules of the scheme.)	3316	39792
Gross Salary	69083	829000
Advance Statutory Bonus The company will pay Statutory bonus in advance under the provisions of the Payment of Bonus Act, 1965 and Payment of Bonus (Amendment) Act, 2015.	0	0
Total of the above	69083	829000
Mercer Consulting (India) Private Limited will pay you this above said annual guaranteed total compensation (GTC) of INR 829000 per annum . Your compensation will be reviewed annually and you will be informed in writing of any changes to your GTC.		

In addition to the above you will also be entitled to the following other benefits:

Gratuity	On completion of five years of continuous service, you will be eligible for Gratuity, as per the Payment of Gratuity Act.
Benefits	You will be covered under the following group insurance schemes, as per the company policy - Group Mediclaim Policy - for self and family Group Term Life Policy - for self Personal Accident Policy - for self

Note:

- Advance statutory bonus is applicable to all such colleagues whose Guaranteed Total Compensation (GTC) over and above the employer contribution to retirement benefits is less than INR 21,000/month. This amount will get added to the special allowance as and when the above mentioned threshold of INR 21,000 is crossed as a result of change in GTC
- The above mentioned salary components or the structure thereof are subject to change to align to any change in statutory/regulatory guidelines or any other reasons for which the company may deem fit to change the salary components or the structure thereof. However, this will not have an impact on your guaranteed total compensation.

Annexure II: Comparison of Compensation and Benefits Applicable to Mr. Prince LNU From January 01, 2018 to May 01, 2018

	<i>Effective 1st January 2018 – Annual (INR)</i>	<i>Effective 1st April 2018 – Annual (INR)</i>	<i>Effective Promotion Date – Annual (INR)</i>
Basic Salary	258360	271920	331600
House Rent Allowance	129180	135960	165800
Special Allowance	190827	216630	264175
Medical Allowance	15000	0	0
Leave Travel Assistance	21530	22660	27633
Provident Fund (Employer's contribution) <i>(The company will contribute an amount equivalent to 12% of your above said Basic salary to the Provident Fund. You will also be required to make an equivalent contribution which will be deducted from your salary. You may also make additional contributions if you wish as per rules of the scheme.)</i>	31003	32630	39792
Gross Salary	645900	679800	829000
Advance Statutory Bonus <i>The company will pay Statutory bonus in advance under the provisions of the Payment of Bonus Act, 1965 and Payment of Bonus (Amendment) Act, 2015.</i>	0	0	0
Total GTC	645900	679800	829000
% Increment from January 01, 2018 to May 01, 2018		5.25%	21.95%
<i>Mercer Consulting (India) Private Limited will pay you this above said annual guaranteed total compensation (GTC) of INR 829000 per annum. Your compensation will be reviewed annually and you will be informed in writing of any changes to your GTC.</i>			

In addition to the above you will also be entitled to the following other benefits:

Gratuity	<i>On completion of five years of continuous service, you will be eligible for Gratuity, as per the Payment of Gratuity Act.</i>
Benefits	<i>You will be covered under the following group insurance schemes, as per the company policy Group Mediclaim Policy - for self and family Group Term Life Policy - for self Personal Accident Policy - for self</i>