

Date: 18 March 2021
Letter Reference: LOI / 18 March 2021 / Ref No. 10690-64734-102573

Raj Jha
64, Avantika Nagar,
Scheme no. 51,
Indore
Madhya Pradesh - 452006

Dear Raj,

LETTER OF INTENT

Congratulations!

We are pleased to inform you that you are selected for the role of Engineer III, Software Development with Crisil Limited based on your application and interview with us. We look forward to welcoming you to the CRISIL family.

1. We give below, in brief, the particulars of this offer of employment: Your exact date of joining will be communicated once this offer is accepted from your end.
2. Please note that this offer shall lapse without any further communication to you if we do not receive your acceptance within 3 days from the date of issue of the letter.
3. Your remuneration at the start of your employment will be of the amounts stated in the attached Annexure I. You understand this may be revised from time to time by the company in accordance with its policies.
4. You will be initially based out of Pune SEZ 1.
5. Once this offer is accepted, the Company will issue to you an employment contract setting out in detail the terms and conditions of your employment. That employment contract will supersede this offer letter.

We will be delighted to assist you if you have queries about your offer or about CRISIL. Please reach out to your Pooja Galani at email Pooja.Galani@ext-crisil.com.

We thank you very much for your interest in associating with CRISIL and look forward to you having a long and professionally fulfilling association with us.

Please note this is a only a letter of intent.

CRISIL Limited

Corporate Identity Number: L67120MH1987PLC042363

Registered Office: CRISIL House, Central Avenue, Hiranandani Business Park, Powai, Mumbai - 400 076. Phone: +91 22 3342 3000 | Fax: +91 22 3342 3001
www.crisil.com

Annexure I

Remuneration details attached to letter reference LOI / 18 March 2021 / Ref No. 10690-64734-102573 issued to:

Name: Raj Ranjan Jha

	Level	10A	Designation	Engineer III, Software Development
	Department	GAC Projects	Location	Pune
	Date of Joining	05 April 2021		

Remuneration Structure

A	Particulars of Remuneration	Amount in INR
1	Basic Salary (per month)	35000
2	House Rent Allowance (per month)	17500
3	Consolidated Allowance (per month)	21500
4	Transport Allowance (per month)	1600
5	Total Salary (Per Month)	75600
6	Total Salary (Per Annum)	907200
B	Reimbursements	
1	Leave Travel Assistance	73500
C	Retirement and other benefits	
1	Employer's Contribution to Provident Fund	50400
2	Gratuity in accordance with the Payment of Gratuity Act, 1972	18900
D	Total Annual Fixed Compensation (A6+B+C)	1050000
D	Additional Benefits	
1	Discretionary performance linked variable pay ("Variable Pay"): The company has a discretionary Variable Pay program applicable for its employees. CRISIL financial performance, business unit performance and individual performance shall determine individual's Variable Pay eligibility and amount (if any) for the year. If found eligible, variable pay is payable if and only if you are in employment of the Company and not serving notice period at the time when Variable Pay is paid by the Company for that particular year. Variable Pay is not an entitlement or a guaranteed form of payment. The Company reserves the right to revise, modify and amend the Variable Pay program at its sole and absolute discretion. If eligible, your maximum Variable Pay potential subject to on-target company performance and individual performance (at far exceeds expectations) for the year 2017 will be at 18% of your AFC. Variable Pay is calculated on pro-rata basis for number of days worked in the year of joining the Company.	
2	Short term loan up to 15% of your Total Fixed Base Compensation may be availed of by you after 45 days of start of your employment subject to applicable Policy (This may be treated as a perquisite under tax laws and will be subject to additional tax).	
3	Flexible Benefits Plan (FBP): This plan allows you to maximize tax efficiency by restructuring certain salary components. Please refer to the Flexible Benefits Plan on People Connect (HRMS).	
4	You will be covered under the Group Mediclaim, Group Term Life and Group Personal Accident Policy as per Company rules from day one.	