



Mu Sigma

December 02, 2021

Compensation Review Letter

Emp Code : 12369
Emp Name : Shubham Goswami

Dear Shubham,

This is to inform you that your total CTC per annum effective **January 01, 2022** will be **INR 725,000** comprising of **INR 652,500** as Fixed Pay and **INR 72,500** as Variable Pay.

The detailed breakup of the compensation components is given in Annexure.

We are confident that you will meet your responsibilities with the same level of enthusiasm and look forward to your continued contribution towards making Mu Sigma the world's largest and best Decision Sciences firm.

For Mu Sigma Business Solutions Pvt. Ltd.

Deepa S Mahesh

Director

On behalf of Mu Sigma Business Solutions Pvt. Ltd.

Note: The contents of this letter are confidential and should not be shared.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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CIN: U74140KA2005PTC036309

Annexure

TOTAL COMPENSATION BREAKUP		
SI No	Particulars	Per Annum (INR)
1	Basic Pay	293,625
2	HRA	117,450
3	Special Allowance	219,825
4	Employer's Contribution to PF*	21,600
5	Performance Based Variable Pay	72,500
Total CTC		725,000

- Your special allowance component also comprises of FBP (Flexi Benefit Plan).
- The performance based variable pay is an indicative amount and may vary depending on your performance and the Company's performance. **This is paid out once in a year at the end of the annual appraisal cycle**
- You will not be eligible for the performance-based variable pay payout if you are serving notice or have exited the company at the time of disbursement.

*PF amount mentioned shall differ based on nationality as per governing laws.

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