



**Mu Sigma**

July 13, 2022

**Promotion and Compensation Review Letter**

**Emp No : 12369**

**Emp Name : Shubham Goswami**

**Dear Shubham,**

**Congratulations!!**

This is to inform you that you are promoted as **Apprentice Leader** effective **July 01, 2022** and your revised Total CTC per annum will be **INR 1,500,000** comprising of **INR 1,400,000** as Fixed Pay and **INR 100,000** 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.

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**Mu Sigma Business Solutions Private Limited**

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CIN: U74140KA2005PTC036309

**Annexure**

<b>TOTAL COMPENSATION BREAKUP</b>		
<b>SI No</b>	<b>Particulars</b>	<b>Per Annum (INR)</b>
1	Basic Pay	<b>630,000</b>
2	HRA	<b>252,000</b>
3	Special Allowance	<b>496,400</b>
4	Employer's Contribution to PF*	<b>21,600</b>
5	Performance Based Variable Pay	<b>100,000</b>
<b>Total CTC</b>		<b>1,500,000</b>

- 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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