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Confidential

Date: 20 December, 2021

Employee ID: 40994

Name: Motilal Meher

Business: Consulting

Practice: SA&MA:Analytics & Cognitive

Location: Bengaluru

Sub : Compensation effective from 1 December 2021

Dear Motilal Meher,

We acknowledge and thank you for all your efforts that have reflected in the performance of the organisation for FY21.

To recognize your contributions, we are pleased to announce an increase in your annual fixed compensation. Effective from 1 December 2021 your revised annual fixed pay would be INR. **956,000/-** as **Analyst**.

Please find below break-up of the same:

Compensation Category – Fixed Pay	Monthly (in INR)	Annual (in INR)
Basic	39,834	478,000
House Rent Allowance	15,934	191,200
Education Allowance	200	2,400
Lunch Allowance	2,000	24,000
Personal Allowance	13,601	163,206
Leave Travel Allowance	3,320	39,834
Organization's contribution to PF	4,780	57,360
Annual Fixed Pay	79,669	956,000

Compensation Category – Other Benefits	Annual (in INR)
Gratuity(#)	22,992
Organization's contribution to your well-being(*)	24,808

(#) This is an indicative annual amount based on the computation for FY22. The actual amount of gratuity shall be determined and become payable as per the applicable law.

(*) This entitlement is as per the terms and conditions specified in the Annexure.

You may review your flexi-pay components on TalentHub and make any adjustment as you prefer.

The compensation, benefits and terms mentioned in this Letter are subject to change based on the change in policies (including the Remuneration and Benefits Policy) of the organisation and any changes in the employment laws from time to time. The policies are available for viewing on TalentHub.

We look forward to your contribution and commitment. We are confident that you will add value as part of the organisation.

Your compensation package are strictly confidential and in case of any clarification, you are encouraged to discuss it only with your Business Leader or designated Talent team member.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Romal Shetty', with a horizontal line underneath.

Romal Shetty
President - Consulting

Annexure

The Organization's contribution to your well-being

In addition to the annual Fixed Pay, you will be eligible for the following :

- You are covered under our **Medical Insurance Policy** (eligible for self, spouse and 3 dependent children) up to INR 18,00,000/- (for non-COVID) and INR. 25,00,000/- for COVID related hospitalization per annum. The organisation shall bear the amount of the premium.
- You have the option of availing medical insurance for your parents and parents-in-law at the rates negotiated by the organization, to cover your parents and parents-in-law under the **Parents Mediclaim Policy** up to INR 8,00,000/- per annum. You should bear the premium for the Parents' Mediclaim Policy. Please note that you will be required to bear a co-pay of 15-20% on any claims under the Parents' Mediclaim Policy subject to the scheme selection.
- Personal Accident coverage for self, as per Policy. The organisation shall bear the amount of the premium.
- Life Insurance coverage for self, as per Policy. The organisation shall bear the amount of the premium.
- **National Pension System (NPS) Scheme** is a long-term retirement savings scheme, which builds up pension wealth through effective investments over the term of your continuation in the scheme. This is a voluntary scheme with a single opt in window every year. Practitioners can opt to enrol basis the eligibility criteria given in the organisation's policy.
- **Employee Wellbeing Program** offers 24X7 counselling services for you and your immediate family. You can take the assistance of expert counsellors on issues ranging from personal relationships to family and employment matters, through telephonic conversation, email or face-to-face meetings.
- **FitCheck**, annual health check-up program that propagates preventive health care through tests specifically designed for different age groups.
- Women professionals will be entitled to maternity leave as per the Maternity Benefit Act, 2017. Women staff and practitioners may claim an ex-gratia maternity support allowance of INR 20,000/- to cover for expenses that relate to greater health care and other essentials including but not limited to travel, in the last month preceding their maternity leave, subject to the policy of the organisation. Women professionals may avail the organisation provided day care facility for their children. Where a woman professional voluntarily chooses not to avail organisation provided day care facility, then she can request a discretionary monetary support called "Discretionary Day-Care Support" ("DDS"). DDS amount shall be up to INR 7500/- per child per month and shall be subject to the Day Care Policy of the organisation.

Note: - The organisation may, at any time and in its sole and absolute discretion, amend, suspend and modify any of the terms and conditions of its benefit programme guidelines. All benefits and eligibility criteria for requesting any benefit as mentioned above shall also be subject to the policies of the organisation, which may vary from time to time. Please read the policies available on TalentHub. The value of the benefits you may receive under this programme cannot be exchanged for cash or any other service or facility.