

Date : 15-Mar-19
Name : Sandeep Kumar
Employee ID : 84435



Dear Sandeep Kumar,

2019 marks the 20th year of EXL's existence and it has been a remarkable journey. We have built a solid foundation and this will be a year of opportunities for us. To make the best of the opportunities, we have to sharpen our focus to one goal and commit to execute with excellence. For sustained success, our utmost priority is to grow profitably and create the best value for our clients.

We are pleased to inform that your Goal rating for assessment year 2018 has been provided below:

Goal rating for 2018 : Meeting most performance criteria

Accordingly, in recognition of your contributions and achievement, effective 1-Apr-19, your revised **Basic Salary Per Annum** will be as follows:

Basic Salary Per Annum INR 180,000

This increment will be payable to you in accordance with the Increment Policy of the company.

We are also pleased to inform you that the management of the Company has decided to re-structure the salary components of its employees, to ensure that your retiral benefits are increased, so that employees can avail long-term benefits at the time of their retirement.

In view of the same, your basic salary has been increased to INR 15,000 (Rupees Fifteen Thousand) per month, and your other allowances have been proportionately reduced, without any reduction in your overall fixed salary. With this change, your retiral benefits such as provident fund, will be contributed on your increased basic salary, thus increasing the monthly contribution towards your retirals. The Company will also match your increased contribution amount by an equivalent amount and deposit the same in your provident fund account.

As a consequence of the aforementioned change, your monthly in-hand salary may reduce. However, this will also increase your overall CTC, over and above the increment provided to you. This increase is included in your revised salary provided in the annexure. This is being done keeping in mind the long term prospective of growth and social security mechanism for you and your family.

Accordingly, effective April 1, 2019, your revised salary structure will be as detailed out in the Annexure.

This increment, if applicable, will be payable to you in accordance with the Increment Policy of the company, subject to you being on the rolls of the company/not serving notice on the date of payout.

The future ahead of us is very exciting and will offer opportunities to demonstrate competencies for growing profitably in the digital age.

We look forward to your continued contribution in achieving the milestones in this journey

Sincerely,

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer

Name : Sandeep Kumar

Employee ID : 84435

Fixed Compensation in INR, with effect from 1-Apr-19 is given below:

Basic	180,000
Housing	90,000
Leave Travel	14,994
Adhoc Allowance	4,986
Retirals	
Provident Fund	21,600
Gratuity*	8,658
Cost To Company (CTC)	320,238

*You shall be provided with benefits of Gratuity in accordance with the applicable Gratuity act 1972.