

January 27, 2025

Private & Confidential

Employee Code	30000000109785
Employee Name	Rutvik Shreeram Sodani
Designation	Customer Care Executive

Dear Rutvik,

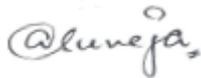
Your performance for the calendar year 2024 has been rated as **Meets Expectations II**.Your salary has been revised with effect from **January 01, 2025** as per the below compensation structure.

Salary Heads	Current	Revised
Basic Salary	11801	12261
House Rent Allowance	6857	7378
Flexible Benefit Allowance	0	0
Statutory Bonus	2360	2452
Gross Salary (Per Month)	21018	22091
Provident Fund	1416	1471
ESIC	0	0
Gratuity	568	590
Total Retirals	1984	2061
*Performance Linked Incentive	2000	2000
Monthly CTC	25002	26152
Gross Annual CTC	300024	313825
* Payable based on Performance Incentive Policy as applicable to the process		
1. The above compensation will be subject to Income Tax regulations in force from time to time.		
2. The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax and LWF.		
3. Gratuity to be payable as per the payment of Gratuity Act.		
4. Statutory Bonus is paid monthly in advance as per the Payment of Bonus Act, 1965.		
5. Your notice period for the grade as applicable to you is 30 days		

All other terms and conditions of your employment remain unchanged.

We wish you all the very best and look forward to your continued commitment & contribution.

For Teleperformance Global Business Private Limited

Alpana Suneja
Senior Vice President- Human Resources