
GT US Shared Services Center
India Pvt. Ltd.

Unit No. ECSL1803, Ambuja Ecocentre,
18th Floor, Corporation EM-4, EM Block,
Sector-V, Salt Lake City, Kolkata,
West Bengal – 700091

CIN: U74999KA2012FTC065099

T +91 33 48081544

www.gtindus.com

August 21, 2023

Employee Name: Nirupam Sarker

Employee No: 98326

Dear Nirupam Sarker,

Talent is one of our company's strategic drivers, emphasizing the importance of the contribution you make every day in building our culture and growing through training and development opportunities across the organization. Each and every one of us play a critical role in building the culture we want for the future and driving the strategy of the company.

We are pleased to inform you that effective **August 01, 2023**, your total Cost to Company (CTC) is revised to **INR 1,350,000/-**. We have considered your performance, market evaluation and industry benchmarking in arriving at your compensation. The details of the revised compensation break-up is provided in **Annexure A**.

In alignment with the company's career continuum, your designation will continue to be **Senior Associate**.

We thank you for your ongoing commitment in delivering the Grant Thornton Client Experience and living our CLEARRY1 values. We wish you continued success in your career.

Please note all other terms and conditions as per the Appointment Letter remains unchanged.

Regards,



Sanjiv Kumar
Managing Director

Annexure A
Total Cost to Company (CTC) Structure

Employee Name	Nirupam Sarker
Employee No	98326
Designation	Senior Associate
With effect from	August 01, 2023

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	56,250	675,000
House Rent Allowance	22,500	270,000
Special Allowance*	27,000	324,000
Employer's Provident Fund (PF) Contribution	6,750	81,000
Total Cost to Company(CTC)	112,500	1,350,000

Variable Bonus	Performance linked variable bonus opportunity could range from 0% - 20% of your Annual CTC
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***Special Allowance**

You will be allowed to set aside Special Allowance towards Medical Allowance, Conveyance Allowance or Leave Travel Allowance if you chose to do so and will be governed by the company's policy which may be modified from time to time.

**** Variable Bonus**

Our pay for performance philosophy provides you the opportunity to earn a variable bonus of up to **0% - 20%** of your Total Cost to Company (CTC) for the performance period of August 1st to July 31st. The variable bonus % is subjected to your performance being On Track, your contribution assessed through our talent review process and performance of the company. You are eligible to participate in the variable bonus program subject to you being on rolls of the company on or before March 31st of the respective fiscal year. The variable bonus will be payable only subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. The company may amend or terminate the variable bonus at any time.

You are also eligible for the following benefits which are outside of your Annual CTC compensation

Benefits (Estimated value)	Per Annum (INR)
Insurance – Group health, Group Accidental & Group Term life	30,470
Meal plan	21,120
Gratuity payable as per provisions and prevailing regulation	32,468
Total Benefits	84,058

TOTAL DEDUCTIONS:

Professional Tax (PT), Tax Deducted at Source (TDS) if applicable, Employer and Employee PF Contributions or other deduction to be made in accordance with respective laws will be made

PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.

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Your bonus for FY23 is **INR 200,000/-**, based on your relative performance determined through our Talent Review process and the performance of the company, for the period under review August 1, 2022 to July 31, 2023. The bonus will be paid along with your monthly salary in August, 2023, subject to you being on the payroll of the organization and not serving notice (given or received) at the time of disbursement. This amount is subject to income tax deduction under the prevailing tax laws.

We thank you for your ongoing commitment in delivering the Grant Thornton Client Experience and living our CLEARRly1 values. We wish you continued success in your career.

Please note all other terms and conditions as per the Appointment Letter remains unchanged.

Regards,



Sanjiv Kumar
Managing Director