

**Compensation Review 2022**

**Date: January 01, 2023**

**Employee No** : 347700  
**Name** : Elaka Venkata Raja Ramesh  
**Career Band** : Manager  
**Role Band** : BII  
**Title** : Assistant Manager - Ops

AUSTRALIA  
CHINA  
COSTA RICA  
INDIA  
THE PHILIPPINES  
ROMANIA  
SRI LANKA  
SOUTH AFRICA  
UAE  
UK  
USA

Dear Elaka,

In keeping with our theme of "One WNS, One Goal – Outperform", WNS is committed to focusing its efforts on building a performance oriented culture. To this effect, we rely on you as a committed employee to create more value for our business, clients and yourself.

In recognition of your contribution during the last year, we are pleased to inform you that your compensation has been revised with effect from **January 01, 2023**. Your revised gross pay is **INR 815,232 per annum** (INR Eight Lakh Fifteen Thousand Two Hundred Thirty Two Only per annum) which is inclusive of Fixed Pay and Bonus/ Incentive.


A detailed stack-up of your revised compensation is attached in the Annexure for your reference.

All other terms and conditions of your employment will remain unchanged.

Wishing you the very best and look forward to your continued enthusiasm and commitment to organizational growth.

With Regards,

**For WNS Business Consulting Services Pvt. Ltd.**



**R Swaminathan**  
**Chief People Officer**

This communication and the contents of the letter are confidential and you are requested to treat this as such.

**ANNEXURE**

**A. Compensation Stack-up:**

Emp ID	: 347700	
Name	: Elaka Venkata Raja Ramesh	
Role Band	: BII	
Title	: Assistant Manager - Ops	
BU	: HealthCare	
<b>COMPENSATION COMPONENT</b>	<b>Ref</b>	<b>Amount (in INR p.a.)</b>
Basic Salary		294,096
House Rent Allowance		147,048
<b>Sub-Total – I</b>	<b>A</b>	<b>441,144</b>
Co's contribution to Provident Fund Scheme (2)		21,600
Company's contribution to ESI (3)		0
<b>Sub-Total – II</b>	<b>B</b>	<b>21,600</b>
Flexikitty Reimbursement (4)		272,484
<b>Sub-Total – III</b>	<b>C</b>	<b>272,484</b>
<b>Total Fixed Pay</b>	<b>D = A + B + C</b>	<b>735,228</b>
Bonus / Incentive at Maximum Level (1)	<b>E</b>	80,004
<b>Gross Pay at Minimum Level</b>	<b>F = D</b>	<b>735,228</b>
<b>Gross Pay at Maximum Level</b>	<b>G = D + E</b>	<b>815,232</b>
<b><u>BENEFITS</u></b>		
Company contribution towards Gratuity	<b>H</b>	14,146
<b>Total Cost to Company (CTC)</b>	<b>I = G + H</b>	<b>829,378</b>

**B. Note to Compensation Stack-up:**

(i) Gratuity payable As per Payment of Gratuity Act, 1972	
(ii) The Company provides following discretionary Insurance benefits as per Company Policy:	
Mediclaim Benefit	: For Self ( <b>INR 2 Lakhs</b> ) or Family Floater ( <b>INR 3 Lakhs</b> ), as the case may be
Personal Accident Insurance	: For Employee ( <b>INR 25 Lakhs</b> )
Life Insurance	: For Employee ( <b>INR 20 Lakhs</b> )
(1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.	
(2) <b>Company's contribution to Provident Fund (PF):</b> Company Contribution towards PF will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952 and is currently 12% of PF wages.	
(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of monthly salary.	
(4) Flexikitty Reimbursement amount refers to various reimbursements, applicable for your Role Band, as per the policy of the Company, applicable from time to time.	

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