



07/04/2024

**SAP ID:** 8125998

**Name:** Arjun S

**Band:** 08

Dear Arjun,

Congratulations on your next career milestone here at NielsenIQ!

At NielsenIQ, our success is driven by exceptional individuals like yourself, and we couldn't be more thrilled to witness you owning your career with us.

It is with great pleasure that we announce your well-deserved promotion to 08 in your role as Associate Support Specialist, effective from 07/05/2024. This promotion reflects our confidence in your ability to take on greater responsibilities and make a significant impact on our team.

Accordingly, we are pleased to increase your Base Salary to **INR 480,000.00** per annum, effective. This is a testament to the value we place on your contributions and the trust we have in your ability to excel in your expanded capacity.

Other terms of employment not stipulated above remain unchanged.

For you to have a better understanding of your Total Compensation Package, we have attached your latest Remuneration Statement.

Should you have any queries or require further clarification, feel free to reach out to your dedicated Business Leader, **Harsha Govardhan** or HR Business Partner, **Omkar Kukade**. We are here to support you every step of the way.

Wishing you an incredibly rewarding and successful year ahead as you embark on this exciting new chapter in your career!

You play a key role in our mission to show the world what people want.

Best Regards,

A handwritten signature in black ink, appearing to read 'Anand', with a horizontal line underneath and three dots below the line.

**Anand Pandya**

Executive Director, HR

C&B Lead - India | SEA | Developed Asia

**NielsenIQ India Private Limited**

This is an automated computer/system generated letter and thus signature not required.



Name	Job Title	Global Job Band	Effective Date
Arjun S	Associate Support Specialist	08	07/05/2024
<b>Details of Remuneration</b>			
		<b>Current (INR)</b>	<b>Revised (INR)</b>
<b>Cash Salary</b>			
Basic	40% of Total Base	INR 151,667.04	INR 192,000.00
HRA	50% of Basic	INR 75,833.52	INR 96,000.00
General Allowance	Balancing Figure	INR 116,667.48	INR 152,160.00
Statutory Bonus	This is as per statutory standards	INR 16,800.00	INR 16,800.00
Car Leasing			INR 0.00
<b>Total Cash Salary</b>		<b>INR 360,968.04</b>	<b>INR 456,960.00</b>
<b>Cash Benefits (Reimbursements)</b>			
Leave Travel Allowance	Travel expenditure actually incurred as supported by Vouchers with minimum 5 days of Privilege Leave taken is eligible for Tax Benefit under the IT Act. The balance allowance is treated as cash and taxed.	INR 0.00	INR 0.00
Car Fuel & Maintenance	Original Bills for Petrol, Driver's Salary with signed receipt from the Driver & claim expenses in relation to the running & maintenance of the Car if allowed. This is the maximum allowance given by IT as non-taxable. The actual non-taxable portion will be determined based on the cubic capacity of your car.	INR 0.00	INR 0.00
Meal Voucher	Digital Meal Vouchers are issued on monthly basis.	INR 0.00	INR 0.00
Mobile/ Telephone/ Internet Expenses	These would be towards reimbursements for official usage of telecommunications.	INR 0.00	INR 0.00
<b>Retirement Benefits</b>			
Employer's Contribution to PF		INR 18,200.04	INR 23,040.00
<b>Total Retiral Benefits</b>		<b>INR 18,200.04</b>	<b>INR 23,040.00</b>
<b>Total Base Salary (TBS)</b>		<b>INR 379,168.08</b>	<b>INR 480,000.00</b>
<b>Other Allowance</b>			
Cash in lieu of car	This allowance is given based on various job bands and location. This allowance doesn't get triggered off at all job bands.	INR 0.00	INR 0.00
<b>Total Gross Cost (TGC)</b>		<b>INR 379,168.00</b>	<b>INR 480,000.00</b>
<b>Other Benefits &amp; Variable Pay</b>			
Gratuity	Basic x 15/312	INR 7,292.00	INR 9,231.00

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	Gratuity will trigger off with completion of 5 years of continuous services and is governed by the Payment of Gratuity Act, 1972. Calculation is 15 days Basic Salary for each completed year of service		
Insurance Premium on account of Group Personal Accident (GPA), Term Life Cover & GMC. (This is an annual Payment incurred by the company.)	This is a premium paid by the Company to its employees under Group Personal Accident (GPA), Term Life Cover & Group Medclaim Policy (reference Group policies which may entail changes time to time and is valid only during your time of service in NielsenIQ)	INR 13,124.00	INR 14,398.00
<b>Hypothetical Cost to Company (CTC)</b>			
		INR 399,584.00	INR 503,629.00