

Sr. No	Student Name	Placement/ Progression to HE	Name of the Employer/ HE Institution	Pay Package/ Program
6.	Ms.Geetanajali Jagtap	Placement	State Street Syntel Services	266000/-

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State Street  
Syntel Services  
A State Street and Syntel Company

### Salary Re-Structuring

Date: August 22, 2023

Name : Gitanjali Jagtap  
Emp ID : 75088195  
GCM Level : 2  
Designation : Associate KPO

Dear Gitanjali,

This is to inform you that your salary components have been restructured with effect from **July 01, 2023**. Please refer to the annexure for details.

We would like to reiterate that any communication regarding your terms of employment, benefits or compensation must be in writing and signed by the authorized Human Resources representative of the Company. No other communication will be binding or effective. All other terms and conditions of your employment remain unchanged.

Look forward to your continued commitment and contribution in the coming years.

Yours Sincerely,

For **State Street Syntel Services Pvt. Ltd.**



**Mini Mathew**  
General Manager – Human Resources



Principal  
Tuljaram Chaturchand College  
Baramati

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**Annexure- Salary Distribution**

Date: August 22, 2023

Name : Gitanjali Jagtap  
Emp ID : 75088195  
GCM Level : 2  
Designation : Associate KPO

Salary Structure	Revised (All figures are in INR)
<b>Pay and Allowances</b>	
Basic Pay	162500
Basket of Allowance	13400
Advance Statutory Bonus	32500
<b>Total Fixed Compensation (A)</b>	<b>208400</b>
<b>Statutory and Retiral Benefits</b>	
Company's Contribution to PF	21600
<b>Total Statutory and Retiral Benefit (B)</b>	<b>21600</b>
<b>Cost to Company (A+B) (C)</b>	<b>230000</b>
<b>Monthly Incentive Plan (D)</b>	<b>36000</b>
<b>Total Cost to Company (C+D)</b>	<b>266000</b>

Yours Sincerely,

For **State Street Syntel Services Pvt. Ltd.**

**Mini Mathew**  
General Manager – Human Resources



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Date: August 22, 2023

Annexure – B

<b>Basket of Allowance</b>	BOA comprises of a) Flexi payroll component, payout of which is done monthly in salary and b) Reimbursable components, to be claimed monthly by the employee on Ceridian Excelity (Vendor Portal).  Note: - Basket of Allowance (Adjustable Allowance) has been included to meet the Minimum Wage requirements. This Allowance will be considered as Special Allowance for the Statutory purpose.  For Maharashtra Based Employees - As per the statutory norms, HRA is part of your BOA and the same can be viewed in your monthly pay slips.
<b>Advance Statutory Bonus</b>	In respect of eligible employees, your Statutory Bonus under PAYMENT OF BONUS ACT, 1965 is inclusive of (1) Performance Pay/ Monthly Incentive Pay as applicable and (2) Advance Statutory Bonus.
<b>Voluntary Provident Fund</b>	Option to contribute more towards Employee Provident Fund is available on ITAP module round the year.
<b>Gratuity</b>	Applicable as per your terms of employment / Conditions of Service.
<b>Company Car Lease (Above GCM 4)</b>	Company Car Lease benefit can be opted by employee as per the process given in the HR Policy document. Once the car lease EMI amount is enabled, the said amount will be adjusted from your Basket of Allowance (BOA) component and map against the Company Car Lease in your CTC.
<b>Performance Linked Pay (If Applicable)</b>	This Plan can be amended, modified, or withdrawn by the Company at any time. Plan is reviewed periodically, and its rules and operational aspects may therefore be subject to change. Performance pay guidelines for applicable semester's shall be communicated to you and shall specify the overriding rules, if any.  Payment will be made subject to you being on the rolls of the Company on the date of disbursement.
<b>Monthly Incentive Plan (If Applicable)</b>	Applicable Monthly Incentive Plan details is available on SharePoint Space (SharePoint Space-> India-> KPO). This Plan can be amended, modified, or withdrawn by the Company at any time. Plan is reviewed periodically, and its rules and operational aspects may therefore be subject to change.
<b>National Pension Scheme</b>	You can contribute up to 10% of the basic salary to National Pension Scheme, a voluntary retirement saving scheme by the Government of India.

Note: -

- ✍ All payments would be as per company's rules, regulations and administrative procedures in force.
- ✍ Any of the above allowance/s may be altered / modified/ withdrawn at the sole discretion of the management and the payment of allowances shall be governed by the rules and regulations of the company as may be applicable from time to time.
- ✍ All payments and benefits are subject to appropriate taxation.

