

Ref: 916197 /2097772/Permt/Rev-1

Date:26-Aug-2022

Mr. Mithun Bindoriya
251 MAHAWAR NAGAR
ANNAPURNA ROAD
Indore (MP) - 452009
Phone No: 9926084675

Subject - Offer of Appointment

Dear **Mr. Mithun Bindoriya**,

It is our pleasure to welcome you once again to Tech Mahindra Limited.

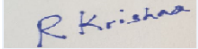
Please refer to our earlier Letter **916197/2097772/Perm** Dated 20-Jun-22.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Security Consultant** on **U4** band, operating out of our **PUNE** office. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However, you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. Your "Annual Total Cash Compensation" will be **Rs. 1,400,000 (Indian Rupees Fourteen Lakh)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **20-Sep-2022** through virtual joining process. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Ashwin Derick** at 9:30 AM through Virtual Joining Process to complete the joining formalities at **TECH MAHINDRA LTD,PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE,SPECIAL ECONOMIC ZONE,PUNE-411057(MAHARASHTRA),INDIA**. You are required to submit soft copies of the original documents as per **Annexure – D** to the recruiter and HR Team respectively.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.



8. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per **Annexure – D**. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or within 72 hours of joining whichever is earlier, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
9. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Sheetal Ravindra Jadhav** latest by **02-Sep-2022**.
10. For any clarification / further Information on-
- Employment terms and conditions, please get in touch with **Sheetal Ravindra Jadhav** (E-Mail: **SJ00752831@TechMahindra.com**)
 - On boarding logistics / operations, kindly drop a mail to Hub.Connect@techmahindra.com
(Please quote the Reference No. as mentioned above in emails)

For Tech Mahindra Limited



Krishna Ramaswami
Head - Resource Management Group

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure - A

NAME	Mr Mithun Bindoriya
TITLE	Associate Security Consultant
BAND	U4
LOCATION	PUNE
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	488143
HRA (@70% OF BASIC)	341700
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	58577
FLEXIBLE COMPONENTS OF TFP	283936
TOTAL FIXED PAY..... (A)	1220356
TOTAL VARIABLE PAY (TVP)..... (B)	135595
ADDITIONAL BENEFITS..... (C)	44049
GRATUITY	23480
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	20569
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	1400000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	35000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)