From:	GCPF.ORG@ltimindtree.com
To:	"Suvendu Polley" <Suvendu.Polley@mindtree.com>
Date:	3/14/2023 2:42:52 AM
Subject:	LTIMindtree Global Career Progression Framework

LTIMindtree

Suvendu Polley   March 14, 2023

1064397

India

Sub: LTIMindtree Global Career Progression Framework

Dear Suvendu Polley,

Please refer my announcement mail dated February 20, 2023 related to LTIMindtree's Global Career Progression Framework (GCPF). The GCPF will strengthen and streamline our career progression approach and enable us to create a globally consistent framework for careers, aligning them to the current and emerging business requirements. The LTIMindtree GCPF covers all employees, globally.

This framework is at par with the prevalent industry practices, aligns our titles with industry standards and provides a relevant career framework to facilitate your career growth.

The GCPF includes distinctive job families, career tracks and a grade structure that would provide impetus to employee careers and help build a future ready organization.

Please note that your grade level remains unchanged (except a nomenclature change) and is in line with the career track that you have been assigned to basis the inputs received from your manager about your role. This has been further reviewed by the management.

Your current grade - 'C1' and designation - 'Engineer' is applicable till March 31, 2023.

We are pleased to inform you that effective April 01, 2023, your Grade and Designation would be as follows:

Grade: 'P1'

Designation: 'Cloud Engineer'

All other terms and conditions of your employment remain unchanged. This letter is an integral part of your terms of employment. Please retain this letter together with your employment agreement.

If you have any questions regarding the grade and designation assigned to you, please have a discussion with your manager OR raise a genie under "GCPF" on PeopleHub

For downloading your letter in PDF format, please click the link https://gcpf.lntinfotech.com

This is password protected. The default password set is your "employee id" (eg:- 10XXXXX).

We thank you for your valuable contribution and take this opportunity to wish you a rewarding career at LTIMindtree.

Sincerely,

Manoj Shikarkhane

Chief Human Resources Officer