

Nov 21, 2024
Ref.No.LTIMindtree / HR / 216DL /10748090

Name : Vivek Nere
Location : Pune-Blueridge Hinjewadi-IT 6-flr 2 & 3

Dear Vivek Nere,

CONFIRMATION OF YOUR APPOINTMENT

With reference to your appointment letter released to you at the time of joining LTIMindtree, we are pleased to confirm your appointment with us with effect from Nov 21, 2024 on the following terms and conditions:

1. TRACK, GRADE, DESIGNATION

CAREER TRACK : Specialized Track -Technology/Domain
GRADE : P1
DESIGNATION : Software Engineer

2. You shall be eligible for Pay Planning cycle based on organizational guidelines, if confirmed on or before 31st December of preceding financial year.

Please refer attached Salary Card for the details. Other terms and conditions of your employment will remain the same as mentioned in your appointment letter.

We look forward to your valuable contributions and wish you the very best for a rewarding career with the organization.



Raaman V S

Associate Director / Human Resources

LTIMindtree Limited
(Formerly Larsen & Toubro Infotech Limited)

Corporate Office: L&T Technology Centre, Tower 1, Gate No. 5, Saki Vihar Road, Powai, Mumbai - 400 072, INDIA
Tel: + 22 6776 6776 | Fax: + 22 4313 0997

Registered Office: L&T House, Ballard Estate, Mumbai - 400 001, INDIA

www.ltimindtree.com | Email: Info@ltimindtree.com | CIN: L72900MH1996PLC104693

Salary Card

P.S.No. : 10748090

Date : Nov 21, 2024

Name : Vivek Nere

BU : DIGITAL ENGINEERING

Grade : P1

Location : Pune-Blueridge Hinjewadi-IT 6-flr 2 & 3

| Components | Rs. (p.a.) | Rs. (p.m.) |
|---|------------|------------|
| Basic | | 15,000 |
| Bouquet of Benefits (BoB) | | 11,065 |
| Bonus | | 4,200 |
| A. Base Salary | 363,180 | 30,265 |
| Variable Compensation | 0 | |
| B. Total Variable Compensation | 0 | |
| C. Total Target Cash (TTC) (A+B) | 363,180 | |
| Provident Fund (PF) | 21,600 | 1,800 |
| Gratuity | 8,664 | 722 |
| Mediclaime Premium | 12,929 | |
| D. Retiral and other Benefits | 43,193 | |
| Cost To Company (CTC) (C+D) | 406,373 | |

Bonus :

-This amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments, thereto.

Medical Insurance :

-The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 years of age).

-Coverage limits are as per Company policy.

-You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the Company policy.

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Notes:

- Basic will be reckoned for PF, Gratuity and Leave Encashment as per rules.
- The PF amount shown in the salary card is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- Please refer the Bouquet of Benefit Policy for a detailed breakup of components applicable to you under BoB.

* Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies on the HR portal.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.
- In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.