

May 26, 2019

Name : Bappaditya Mondal
Emp ID : 563793
Band : U3

Dear Bappaditya,

FY '19 has been a significant year at Tech Mahindra BPS. We created milestones, made global headlines and most importantly grew stronger and closer as an organization.

As we look forward to FY'20, the biggest opportunity and challenge for us is the incredible pace at which innovation, disruption, and adoption of cutting-edge technologies are impacting our world.

BPSNXT is our answer to future; it is our holistic transformation approach that is powered by

- **Collaborative disruption** with new age partners, location expansion and capability building
- **Technology enabled BPS fueled by automation, analytics and consulting**
- **Fueled by Tech** bets like Artificial Intelligence, back office transformation & Cx
- **Power of People**, moving from CSR to ISR

Your efforts have driven tremendous results and we have much to be proud of.

We are happy to announce the conclusion of the Annual Performance Review Process for the Period January 2018 to December 2018. Based on your contribution and performance, we are pleased to inform that your Total Cost to Company (TCTC) has been revised to **INR 690001** per annum with effect from **April 01, 2019**.

These are changing yet exciting times for the industry and all of us need to embrace new age methods and learning, to attain our **Escape Velocity**.

Let us together:

- Drive Digital One office transformation to change, run and grow businesses
- Leverage Alchemy to reskill and train
- Contribute to MePS for reuse

We truly believe we can lead this wave through our connected culture and connected solutions

This communication regarding your compensation supersedes all previous communication on the subject. You will appreciate that the information related to your salary is a matter, strictly confidential between you and the Company and you are expected to treat it with utmost confidentiality.

We look forward to your continued commitment and support in our future endeavor of #lovetobeTechMBPS!

With Best wishes,



Ritesh Idnani
President – Business Process Services



Suchitra Kerkar
Global Head – Human Resources (BPS)



"Annexure 1"

Salary and Benefits structure effective April 01, 2019

Name : Bappaditya Mondal
EMP ID : 563793
Band : U3

Components of Total Compensation (TC)	Current (Rs. Per Annum)	Revised (Rs. Per Annum)
Basic Pay	158558	182324
House Rent Allowance	79279	127627
Conveyance Allowance	19200	19200
LTA MTH	0	0
MED MTH	0	0
Provident Fund (12% of Basic Pay)	19027	21879
ESIC	0	0
Bonus/Statutory Bonus ¹	24000	24000
SPC A	0	0
Attendance Incentive	0	0
Personal Pay	0	0
Total Flexi Benefits	228463	232716
Total Fixed Pay (TFP)	528527	607746
Total Variable Pay (TVP)²	58725	67527
Total Compensation (TC)	587252	675273
Loyalty Bonus	0	0
Annual Loyalty Bonus	0	0
Gratuity ³	7627	8770
Insurance Premium (towards GTLI, Hospitalization & GPAL) ⁴	5122	5958
Total Cost to Company (TCC)	600001	690001

¹Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary

²Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Variable pay will be paid-out as per existing Policy. The variable pay will not be payable, if you are not on Company rolls or, have resigned and or, serving notice period on the date of disbursement

³As per Payment of Gratuity Act

⁴ Existing Group Term Life Insurance cover providing Life Insurance Coverage, and the Medical Insurance scheme providing hospitalization coverage in terms of a floating cover

⁵ Loyalty Bonus & Additional Loyalty Bonus (if applicable) would be payable as per pre-defined schedule/C&B guidelines

⁶ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as per the *Flexible Benefit pay Policy*, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay

With Best wishes,



Ritesh Idnani
President – Business Process Services



Suchitra Kerkar
Global Head – Human Resources (BPS)

