

**Date: 1<sup>st</sup> January 2017**

**Name: Chinmay Sawant**  
**Emp ID: 327479**

**Subject: Promotion**

**Dear Chinmay Sawant,**

We live in a world of ever increasing complexity. The technological shift is creating a business environment which challenges conventional approaches and necessitates new thinking, agility and adaptability at a rate faster than ever, to stay relevant. In the new, ever evolving technological paradigm, it is more important than ever, to continue up skilling ourselves and maintaining a positive attitude towards changes that are imperative.

As we continue in our journey to create connected experiences for our customers and stakeholders, it is extremely heartening to see you challenging the limits and applying alternative thinking and being a catalyst to bring a positive change across the organization.

As an acknowledgment of your performance and your demonstrated potential, we take pride in promoting you to **Band "U3"** and **Role "Sr. Software Engineer"** effective **1<sup>st</sup> January, 2017**.

We believe the journey ahead will provide us with many more exciting opportunities, to Live, Work and Play the TechM way and look forward to your continued commitment as we continue to RISE, together.

**With Best Wishes,**



**Rakesh Soni**  
**Chief People Officer**