

April 08, 2015

Name : Sateesh Jagan K
Business Unit : IBUS
Sub-Band : U1
Country : INDIA

Dear **Sateesh Jagan K**,

Please find below your revised annexure as per the changes announced in India Salary structure. These changes are effective **1st April 2015**.

A. Fixed Pay	Per Annum
Basic	80,600
House Rent Allowance (HRA)	40,300
Conveyance	19,200
Employer's Contribution To Provident Fund	9,672
Flexi Benefit Plan ¹	1,06,721
Statutory Bonus [*]	12,000
Total Fixed Pay	2,68,493
B. Variable Pay² (amount specified is at 100% payout)	29,833
Cost To Company (CTC) {A+ B}	2,98,326
C. Gratuity³	3,877
D. Medical Insurance Premium⁴ (amount specified as per current band)	4,797
Total Cost To Company (TCC) {A+ B+ C+ D}	INR 3,07,000



Rakesh Soni
 Chief People Officer

April 08, 2015

NOTES:

1. **Flexible Benefit Plan:** Associates will also be given an option of restructuring their 'Flexible Benefit Plan'. For more details on eligibility and limits please refer to Flexible Benefit Pay Policy on BMS.
 2. **Variable Pay:** Variable Pay (VP) amount mentioned is maximum amount based on 100% performance; VP shall be payable as per Variable Pay Policy applicable for the Financial Year
 3. **Gratuity:** Gratuity shall apply as per the 'Gratuity Act 1972'
 4. **Medical Insurance Premium :** In addition to the above you are eligible to be covered under: Existing Group Term Life Insurance cover providing Life Insurance Coverage, Group Personal Accident Insurance coverage and Medical Insurance scheme providing Hospitalization coverage in terms of a floating cover.
- * **Statutory Bonus:** Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary.

Tech Mahindra reserves the right, at any time, as its election and sole discretion to Modify, Alter, Replace and Withdraw/terminate any or All of the policies including modification, amendment or alteration to any term, provision or condition. Any adjustments or termination by Tech Mahindra as aforesaid shall be effective from the effective date so stated in the policy published on the intranet.

In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.,) will be covered by the "PerformanPolicy/SIP" as applicable.



Rakesh Soni
Chief People Officer