

Ref. No: HR-COMPEN/615197/2021

06-May-2021

Name(Employee ID) : Morla Hemanth Kumar (615197)  
Band : U3  
Country : India

Dear Morla Hemanth Kumar,

2020 has been a year unlike any other. We should take pride in the fact that despite the unprecedented disruption in our professional and personal lives we were able to hold fort and accomplish so much.

Credit must go to the sheer resilience and hard work put in by TechMighties like you, due to which we didn't just survive the storm , but emerged stronger with a renewed vigour and determination.

**THANK YOU** for your unflinching dedication and support. You played a big part in influencing the outcomes that we achieved by working together as one team.

I am happy to announce the conclusion of the Annual Appraisal Process for the Period January 2020 to December 2020. In recognition of your contribution and performance, I am delighted to inform you that your Total Cost to Company (TCTC) has been revised to **INR 12,71,284** per annum with effect from **01 April, 2021**.

As we move ahead, we have a clearly defined blueprint to ensure relentless pursuit of our Goals in FY22 and I am really excited about what the future holds for us.

I also want to take this opportunity to thank your families for their sacrifices.

All the best and stay safe.

Regards



Harshvendra Soin  
Global Chief People Officer & Head Marketing

ANNEXURE - A

NAME	Morla Hemanth Kumar	
SUB-BAND	U3	
Country	India ,INR	
	Current Per Annum	Revised Per Annum
Basic	3,18,300	4,47,258
House Rent Allowance(HRA)	1,59,150	3,13,081
Conveyance	0	0
Statutory Bonus*	24,000	48,000
Employer Contribution To Provident Fund	38,196	53,671
Flexible Benefit Plan	5,21,213	2,56,136
<b>A.Total Fixed Pay</b>	<b>10,60,859</b>	<b>11,18,146</b>
<b>B.Variable Pay</b> (Amount specified is at 100% payout)	<b>1,17,873</b>	<b>1,24,238</b>
<b>Cost to Company (CTC) (A+B)</b>	<b>11,78,732</b>	<b>12,42,384</b>
<b>C.Gratuity</b>		<b>21,513</b>
<b>D.Medical Insurance Premium**</b>		<b>7,387</b>
<b>Total Cost to Company (TCTC) (A+B+C+D)</b>		<b>12,71,284</b>
<p><b>1.Flexible Benefit Plan:</b> 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.</p> <p><b>2.Variable Pay:</b> 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.</p> <p><b>3.Gratuity:</b> Gratuity shall apply as per the "Gratuity Act 1972".</p> <p><b>**Medical Insurance Premium:</b> 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.</p> <p>*Statutory Bonus: Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your monthly salary.</p> <p>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.</p> <p>In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the "Performance Bonus Policy/SIP" as applicable.</p>		

Regards



Harshvendra Soin

Global Chief People Officer & Head Marketing