

Ref. No: HR-COMPEN/661142/2022

25-Aug-2022

Name(Employee ID) : Gaurav Gajanan Tate (661142)  
Band : U2  
Country : India

Dear Gaurav Gajanan Tate,

**CONGRATULATIONS** on completing a fantastic FY22 with TechM.

Due to the efforts put in by TechMighties like you, we were able to collectively create a positive impact for the Organization and for all key Stakeholders.

**THANK YOU** for your unflinching resolve and for being a part of this journey.

I am happy to announce the conclusion of the Annual Appraisal Process for the Period January 2021 to December 2021. In recognition of your contribution and performance, I am pleased to inform you that your Total Cost to Company (TCTC) has been revised to **INR 5,61,280** per annum with effect from **01 July,2022**.

As you are aware, we have set our sights to make FY23 one of the most defining years in our recent history and we are counting on you to play a pivotal role in scripting our success story.

We have a clearly defined blueprint to ensure relentless pursuit of our Goals in FY23 and I am really excited about what the future holds for us.

I am sure you will share this excitement and continue to be part of this journey.

All the best.

Regards,



Harshvendra Soin  
Global Chief People Officer & Head Marketing

ANNEXURE - A

NAME	Gaurav Gajanan Tate	
SUB-BAND	U2	
Country	India ,INR	
	Current Per Annum	Revised Per Annum
Basic	1,23,010	1,95,010
House Rent Allowance(HRA)	86,107	1,36,507
Conveyance	0	0
Statutory Bonus*	48,000	48,000
Employer Contribution To Provident Fund	14,761	23,401
Flexible Benefit Plan	35,648	84,608
<b>A.Total Fixed Pay</b>	<b>3,07,526</b>	<b>4,87,526</b>
<b>B.Variable Pay</b> (Amount specified is at 100% payout)	<b>34,170</b>	<b>54,170</b>
<b>Cost to Company (CTC) (A+B)</b>	<b>3,41,696</b>	<b>5,41,696</b>
<b>C.Gratuity</b>		<b>9,380</b>
<b>D.Medical Insurance Premium**</b>		<b>10,204</b>
<b>Total Cost to Company (TCTC) (A+B+C+D)</b>		<b>5,61,280</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