



Ref. No: HR-COMPEN/358002/2017

April 14, 2017

Name(Employee ID) : Pratik Pramod Sarode (358002)
Business Unit : IBU-TUS-23
Sub-Band : U2
Country : India

Dear Pratik Pramod Sarode,

We have together walked a journey towards a destination that has made us all feel very proud. Last year in particular, was significant for us with the confluence of technological changes around us necessitating investments into new areas such as digital and connected solutions.

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.

Based on your performance and your appraisal rating, we are pleased to inform you that your Total Cost to Company(TCTC) has been revised to **INR 4,28,494** per annum with effect from July 01, 2017. We have enclosed the details of your revised compensation package in the Annexure.

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 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



ANNEXURE - A	
(All Amounts in INR)	
NAME	Pratik Pramod Sarode
SUB-BAND	U2
COUNTRY	India

	Current Per Annum	Revised Per Annum
Basic	88,545	1,12,845
House Rent Allowance(HRA)	44,273	56,423
Conveyance	19,200	19,200
Statutory Bonus*	24,000	24,000
Employer Contribution To Provident Fund	10,625	13,541
Flexible Benefit Plan ¹	1,08,507	1,50,141
A.Total Fixed Pay	2,95,150	3,76,150
B.Variable Pay² (Amount specified is at 100% payout)	32,794	41,794
Cost to Company (CTC) (A+B)	3,27,944	4,17,944
C.Gratuity³		5,428
D.Medical Insurance Premium**		5,122
Total Cost to Company (TCTC) (A+B+C+D)		4,28,494

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".

****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 "Performance Bonus Policy/SIP" as applicable.

With Best Wishes,



Rakesh Soni
Chief People Officer

Registered Office:

Gateway Building, Apollo Bunder, Mumbai 400 001

