

Ref. No:IBU-TUS-23/358002/2014

November 30, 2015

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

Dear Pratik Pramod Sarode,

In our increasingly "**Connected World of Connected Solutions**", we embrace a new identity in the form of our brand and purpose - inspired by the past and motivated by the future. Our unique combination of capabilities in both the Communications and the Enterprise Domains positions us well in the marketplace.

Robust growth in key verticals this year underpins our belief in our strategy of continuous investment in capabilities. We are also heartened by the growth in our larger customers which demonstrates their trust and faith in our partnership.

We appreciate the efforts of all our associates for helping us achieve our goals and we will need your continuous support to grow further into our potential.

As an acknowledgment of all that you have done and in anticipation of your continued significant role in our growth, we are pleased to revise your '**India Compensation**'(TCC) to **INR 3,37,325** (Three Lakhs Thirty-seven Thousand Three Hundred Twenty-five Only) per annum (Refer Annexure A for revised details).

All the above mentioned changes will be effective **September 05, 2015** .

Please note the details of your Salary are strictly private and confidential and should not be disclosed to others. This letter would be null and void if you are not on the payroll of the company / serving notice period as on date of disbursement of revised Salary.

Your revised Salary will be automatically implemented in the applicable payroll cycle. For any clarification, please do get in touch with your HR-Business Partner.

Thank you for all that you have done already and looking to achieve many more milestones together.

With Best Wishes



Rakesh Soni
Chief People Officer

ANNEXURE-A (All Amounts in INR)		
Name	Pratik Pramod Sarode	
Sub-Band	U2	
Country	India	
A. Fixed Pay	Current per Annum	Revised per Annum
Basic	80,600	88,545
House Rent Allowance (HRA)	40,300	44,273
Conveyance	19,200	19,200
Employer's Contribution To Provident Fund (@12% OF Basic)	9,672	10,625
Flexi Benefit Plan ¹	1,06,721	1,20,507
Statutory Bonus [*]	12,000	12,000
Total Fixed Pay	2,68,493	2,95,150
B. Variable Pay² (amount specified is at 100% payout)	29,833	32,794
Cost To Company (CTC) {A+ B}	2,98,326	3,27,944
C. Gratuity³		4,259
D. Medical Insurance Premium⁴ (amount specified as per current band)		5,122
Total Cost To Company (TCC) {A+ B+ C+ D}		INR 3,37,325
<p>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.</p> <p>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</p> <p>3. Gratuity: Gratuity shall apply as per the "Gratuity Act 1972"</p> <p>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.</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> <ul style="list-style-type: none"> 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. 		



Rakesh Soni
Chief People Officer