

Ref. No: HR-COMPEN/355706/2019

May 01, 2019

Name (Employee ID) : Rahul Abasaheb Gaikwad(355706)
Band : U3
Country : USA

Dear Rahul Abasaheb Gaikwad,

FY '19 has been a significant year for Tech Mahindra. We created milestones, made global headlines and most importantly grew stronger and closer as an organization.

As we look forward to FY'20, the biggest opportunity and challenge for us is the incredible pace at which innovation, disruption, and adoption of cutting-edge technologies are impacting our world.

TechMNXT is our answer to future; it is our holistic transformation approach that is powered by

- **Collaborative disruption** with new age partners
- **Non-Linear growth** with platforms
- **Fueled by Tech** bets like 5G & IoT
- **Power of People**, moving from CSR to ISR

Your efforts have driven tremendous results and we have much to be proud of.

We are happy to announce the conclusion of the Annual Appraisal Process for the Period January 2018 to December 2018. Based on your contribution and performance we are pleased to inform you that your Gross Salary has been revised to USD 69,142 per annum with effect from 1st July, 2019.

These are changing yet exciting times for the industry and all of us need to embrace new age methods and learning, to attain our **Escape Velocity**.

Let us together:

- Adopt NAD (A #NewAgeDelivery service delivery engine)
- Use UaaS to right skill
- Contribute to MePS for reuse

I truly believe we can lead this wave through our connected culture.

With Best wishes,



Harshvendra Soin
Chief People Officer

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ANNEXURE – B (All figures in USD)	
NAME	Rahul Abasaheb Gaikwad
BAND	U3
COUNTRY	USA

SALARY COMPONENTS	Current per Annum	Revised per Annum
HOST	67,892	67,892
HOME	0	0
SPECIAL ALLOWANCE I	0	0
SPECIAL ALLOWANCE II	0	0
FIXED PAY (A)	67,892	67,892

SPECIAL ALLOWANCE III (B)	0	0
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VARIABLE PAY* (C)	0	1,250
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TOTAL GROSS SALARY (A+B+C)	67,892	69,142
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Notes:

^Variable pay shall be payable as per Variable Pay plan applicable for the Financial Year. The amount stated above is at 100% payout. However the actual payout may vary as per achievement. For details please refer to the Variable Pay Policy updated on BMS.

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.

With Best wishes,

Harshvendra Soin
Chief People Officer