



23<sup>rd</sup> January, 2015

Mr. Shankar Mudaliar,  
301, A-wing, Satyam Apt,  
Sai section, Ambernath(E),  
Mumbai- 421501

Dear Mr. Mudaliar,

With reference to your interest shown for an employment with our organization and the subsequent interviews and discussions you had with us, we are pleased to appoint you in the Management cadre of our organization with effect from **23<sup>rd</sup> January, 2015** on the following terms and conditions:

**1. Designation and Level:**

Your Designation will be **Executive – Assortment Planning** in Management Grade VII in **Merchandising & Category Management** department of Retail.

**2. Place of Posting:**

You will be currently posted at **C-1, Wadia International Center, Worli** but liable to be transferred to any other location.

**3. Transfer:**

Your services are also liable to be transferred to any of the companies / associates of Wadia Group.

**4. Remuneration:**

4.1. Your Basic Salary will be **Rs. 7,000 per month**. Your fixed compensation will be **Rs. 1,80,000** per annum (Rupees One Lac Eighty Thousand Only) including all monthly and yearly allowances and benefits.

**4.2. Performance Linked Pay**

In addition, to your fixed compensation, you will be eligible for annual Performance Linked Pay (PLP) upto **Rs. 15,000** (Rupees Fifteen Thousand Only) per annum as per the applicable scheme.

The performance linked variable pay will be payable after the annual performance appraisal and as per performance linked pay scheme of the company, which will be based on the set targets.

**4.3** Your compensation details are furnished in the enclosed Annexure – I



BOMBAY REALTY



Bombay Dyeing





# BOMBAY DYEING

employment with the Company relating to any or all systems, services and products manufactured or marketed or leased or developed. You will perform all necessary acts and execute such documents in such format as may be required by the Company, without expense to you, which in the judgment of the Company or its Attorneys may be necessary or desirable to secure to the Company full right title and interest in the IPRs.

#### 14. Acceptance of Appointment Terms:

- a. Before accepting the letter of appointment, you are required to go through the Company Policy regarding commercial dealings and sign the declaration form in the prescribed format in this regard.
- b. Before accepting the letter of appointment, you are also required to go through the Wadia Code of Ethics and Business Principles adopted by the Board of Directors of The Bombay Dyeing & Manufacturing Company Limited and sign the acknowledgement form in the prescribed format.

If you are agreeable to the above terms and conditions mentioned in this appointment letter, please sign below in the space specified as a token of your acceptance of the terms and conditions.

We welcome you to our organization and trust that we could mutually build a meaningful career for you in the Company.

We look forward to a mutually rewarding & lasting association.

Sincerely yours,

For **The BOMBAY DYEING & MANUFACTURING CO. LTD.**

**NAYANTARA KOWSHIK**  
**GENERAL MANAGER - CORPORATE HR**

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I have read and understood all the terms and conditions stated above in my Letter of Appointment and hereby accept the same.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

# BOMBAY DYEING

## ANNEXURE - I

NAME	SHANKAR MUDALIAR		
DESIGNATION	EXECUTIVE-ASSORTMENT PLANNING	RUPEES	RUPEES
DIVISION	RETAIL		
GRADE	VII		
(A) BASIC SALARY	BASIC	7000	
(B) ALLOWANCES	EDUCATION	200	
	CONVEYANCE	825	
	HOUSE RENT ALLOWANCE ( HRA)	3500	
	SPECIAL ALLOWANCE	1882	
	TOTAL ALLOWANCES (B)	6407	
(C) REIMBURSEMENTS	MEDICAL	417	
	MEAL COUPONS (Optional)	0	
	TOTAL REIMBURSEMENTS (C)	417	
(D) RETIRALS	PROVIDENT FUND (12%)	840	
	SUPERANNUATION ( optional)	0	
	GRATUITY (4.6%)	336	
	TOTAL RETIRALS (D)	1176	
	TOTAL (A + B + C + D)	15000	180000
(F) YEARLY PERKS	LEAVE TRAVEL ASSISTANCE (LTA)	0	0
	GIFT VOUCHER (Optional)	0	0
	TOTAL YEARLY PERKS (F)	0	0
	FIXED COST TO COMPANY (A+B+C+D+E+F) = G		180000
(H) PLP TARGET	PERFORMANCE LINKED PAY (PLP) @ 100% ACHIEVEMENT		15000

### NOTES:

1. In addition, coverage under the Company's Group Hospitalisation Insurance scheme for self and Family, as per Company Rules.
2. Performance Linked Pay is payable based on 100% achievement of the Company / Divisional and Individual targets as per the Company's PLP Scheme

*Handwritten signature*