



Ref. No: HR-COMPEN/431266/2018

16-Jul-2018

Name(Employee ID) : Shefali Tushar Kadam (431266)  
Band : U2  
Country : India

Dear Shefali Tushar Kadam,

2017, in many ways was a year to start building and laying the foundation for a new journey that has begun well.

As we look forward to FY'19, 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. **The future belongs to those who recognize the power of this technology, embrace change and dare to disrupt.**

Your efforts have driven tremendous results and we have much to be proud of. Based on your contribution and performance we are pleased to inform you that your Total Cost to Company (TCTC) has been revised to **INR 4,21,096** per annum with effect from **01 July,2018**.

These are exciting times for the industry and I truly believe we can lead this wave through our connected culture.

Let's

- Disrupt boundaries,
- Imagine new possibilities,
- Build experiences for the future, and

Together,

- Reskill,
- Stay relevant, and
- FUTURise.

With Best Wishes,

Rakesh Soni  
Chief People Officer



ANNEXURE - A	
(All Amounts in INR)	
NAME	Shefali Tushar Kadam
SUB-BAND	U2
Country	India

	Current Per Annum	Revised Per Annum
Basic	91,210	1,10,650
House Rent Allowance(HRA)	45,605	55,325
Conveyance	19,200	0
Statutory Bonus*	24,000	24,000
Employer Contribution To Provident Fund	10,945	13,278
Flexible Benefit Plan <sup>1</sup>	1,13,074	1,65,581
<b>A.Total Fixed Pay</b>	<b>3,04,034</b>	<b>3,68,834</b>
<b>B.Variable Pay<sup>2</sup></b> (Amount specified is at 100% payout)	<b>33,782</b>	<b>40,982</b>
<b>Cost to Company (CTC) (A+B)</b>	<b>3,37,816</b>	<b>4,09,816</b>
<b>C.Gratuity<sup>3</sup></b>		<b>5,322</b>
<b>D.Medical Insurance Premium**</b>		<b>5,958</b>
<b>Total Cost to Company (TCTC) (A+B+C+D)</b>		<b>4,21,096</b>

**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

