



Ref. No: HR-COMPEN/484489/2018

16-Jul-2018

Name(Employee ID) : Vishal Shrikant Joshi (484489)
Band : U4
Country : India

Dear Vishal Shrikant Joshi,

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 12,62,077** per annum with effect from **01 April 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	Vishal Shrikant Joshi
SUB-BAND	U4
Country	India

	Current Per Annum	Revised Per Annum
Basic	3,17,600	3,33,731
House Rent Allowance(HRA)	1,58,800	1,66,866
Conveyance	19,200	0
Statutory Bonus*	24,000	24,000
Employer Contribution To Provident Fund	38,112	40,048
Flexible Benefit Plan ¹	5,00,724	5,47,791
A.Total Fixed Pay	10,58,436	11,12,436
B.Variable Pay² (Amount specified is at 100% payout)	1,17,604	1,23,604
Cost to Company (CTC) (A+B)	11,76,040	12,36,040
C.Gratuity³		16,052
D.Medical Insurance Premium**		9,985
Total Cost to Company (TCTC) (A+B+C+D)		12,62,077

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

