

October 20, 2023

Name : Anand Shahaji Gaikwad
Employee Code : 19236
Band : A
Sub Band : A1
Designation : Engineer

Dear Anand Shahaji Gaikwad,

Congratulation! We are pleased to offer you a contract engagement in our organization for a period of 24 months effective from **October 20, 2023** till **October 19, 2025**.

During the contract period you will be termed as an **Engineer**. Your base location will be **Pune** unless notified otherwise.

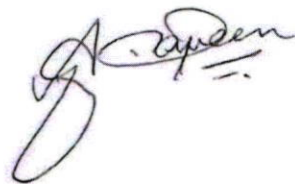
The details of the Compensation package offered to you are given in Annexure - A with effective from **October 01, 2023**.

The engagement will be governed by terms and conditions (Annexure - B) and you will have to sign a Non-Compete, Non-Solicit & Non-Disclosure Agreement (Annexure - C).

We look forward to continue this mutually beneficial association.

PS: By your acceptance of this letter you acknowledge that all terms that have been discussed and agreed with you (either written or verbal) has been included in this letter.

For Hinduja Tech Limited.,



Antony Praveen
Global HR Head

Acknowledgment of Employee

I hereby acknowledge the receipt of my Fixed Term Contract letter together with Annexures "A, B, C & D". I have accepted all terms and conditions mentioned there in.

Signature 

Name: Anand Shahaji Gaikwad

Date: Oct 20 2023



Principal

**Anant Rao Pawar College of Engineering
& Research, Parvati, Pune - 9**

Annexure - A

Name : Anand Shahaji Gaikwad	Title : Associate Consultant
	Band : A
	Sub-band : A1

Compensation Structure

Part - I

(All figures in Indian Rupees)

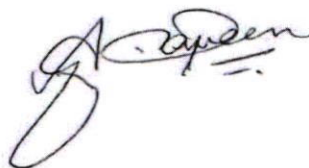
A. Fixed Compensation	Per Month	Per Annum
Basic salary	21,466.67	2,57,600
HRA	10,733.33	1,28,800
Flexi Benefit Plan	5,883.66	70,604
Bonus	1,788.222	21,459
PF Employer Contribution *	2,576	30,912
Total (A)	42,447.89	5,09,374.7
B. Total Variable Compensation		61,125.33
Total (B) Variable Compensation/Bonus		61,125.33
C. Other Benefits		
Gratuity**		12,384
Insurance***		17,116
Total (C)		29,500
CTC (A+B+C) (Fixed Pay + Variable Pay + Other Benefits)		6,00,000

* PF is deducted at 12% of Gross excluding HRA. Equivalent Associate Contribution will be recovered from your monthly payment and remitted to PF authorities.

**Gratuity is payable at the end of the contractual period.

*** Group Medical Insurance & Group Personal Accident Insurance as per company policy.

For Hinduja Tech Limited.,



Antony Praveen
Global HR Head

I agree & accept the above terms

Anand Gaikwad
(Anand Shahaji Gaikwad)