

HRD/InfosysBPM/13592809

12-December-19

Ms. Ashwini Vijay Tichkule

J-1707, Nanded City Street, Asavri Apt,  
Pune  
India 411041

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Ashwini Vijay Tichkule,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- |    |                        |   |                   |
|----|------------------------|---|-------------------|
| a) | Role                   | : | Process Executive |
| b) | Role designation       | : | Process Executive |
| c) | Job Level              | : | 2B                |
| d) | Date of Joining        | : | 16-December-19    |
| e) | Location of Posting    | : | Pune SEZ          |
| f) | Gross Salary per month | : | Rs. 13214/-       |


Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

**1. Voice and Shift Allowances**

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

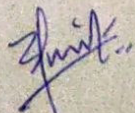
- Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

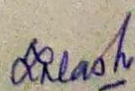
  
Sign your name

Ashwini Tichkule

Company Confidential

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In-Charge  
Training & Placement  
MIET, Bhandara

  
Principal  
MIET, Bhandara