

12:09

4G

Done

76355_Karan Hake.pdf



**Tech
Mahindra**
BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.
Spectrum Tower, 5th Floor
Chowk Bunder Link Road
Mumbai (West), Maharashtra 400 004
CIN No.: U72300MH2006PLC100182
Phone: +91 (22) 4837 9333
Fax: +91 (22) 4837 9344
Website: www.techmahindra.com

08-Oct-2020

CONFIDENTIAL

Mr. Karan Hake (76355)
D403 Zola PG,
Datta Mandir Road,
Wakale,
Pune - 411057

LETTER OF APPOINTMENT

Dear Karan,

Welcome to Tech Mahindra Business Services Ltd. We have pleasure in appointing you as **Customer Relations Advisor** with effect from **08-Oct-2020**.

Your initial place of posting would be at Pune.

1. Remuneration

Your emoluments/entitlements would be as follows:

Components	Rs / Month
Basic	15000.00
Other Allowance	7617.00
House Rent Allowance	1500.00
Night Shift Allowance	1500.00
Statutory Bonus	1250.00
Gross Salary	26867.00

2. Probationary period

You will be on probation for a period of three months from the date of your appointment. Your services will be considered to be confirmed unless you receive any contrary communication from the organization in this regard.

You will be paid a monthly training performance incentive amount of INR 1500 during your probation period. After successful completion of your probation, you will be aligned to the skill-set performance incentive and the training performance incentive will be discontinued.

The training performance incentive amount is subject to change as per the Company's policy and is inclusive of any statutory bonus payable, if any.

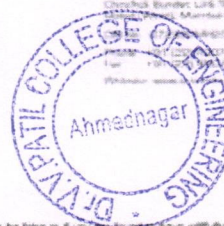
During the period in probation, either side can terminate this appointment with a fifteen days (15 days) notice or payment in lieu thereof, subject to acknowledged complete handover of responsibilities.

3. Proof of Age

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth register certificate. Once, such proof of age is accepted and recorded on the company's register, you will not be permitted to seek a change of date of birth. You will be bound by such declared date of birth in all service with the Company, including your retirement age.

**Tech
Mahindra**
BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.
Spectrum Tower, 5th Floor
Chowk Bunder Link Road
Mumbai 400 004
CIN No.: U72300MH2006PLC100182
Phone: +91 (22) 4837 9333
Fax: +91 (22) 4837 9344
Website: www.techmahindra.com



PRINCIPAL
Dr. Vilhharao Vihhe Patil
College of Engineering
Ahmednagar

Mr. Karan Hake

Letter of Appointment dated 08-Oct-20

4. Past Records and Verification

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from services without any notice or compensation. The company reserves the right to get a background check including criminal history record search, education, employment, personal details and client specific verification conducted by Third party agencies at any time during your course of employment. In the event that such verification check reveals any discrepancy in statements made by you in your application blank or bio-data, your services are liable to be terminated without any notice or compensation.

5. Working Hours

The working hours of the Company have been defined in the job order and will change with time and nature as applicable to you.