



DXC-Hi tech/RH10628519/299531/Bangalore/June/V4

PRIVATE AND CONFIDENTIAL

June 10, 2022

Murali Namadev More
Bangalore
Bengaluru NA
Karnataka, India.

Dear Murali Namadev More,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis DXC-Hi tech Division.

Based on our discussions, we are pleased to offer you the position of Splz Associate Infra Engg, in **Band 5, Level 2** with our organization. The gross compensation will be INR 4,50,000/- (Four Lakhs Fifty Thousand **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our

Contact Us:
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Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L3007KA1992PLC025294

ANNEXURE - 1

Name	Murall Namadev More
Band	Band 5
Level	Level 2
Designation	Splz Associate Infra Engg

SALARY COMPONENT	MONTHLY GROSS	ANNUAL GROSS
Basic	15,000	1,80,000
House Rent Allowance	7,500	90,000
Leave Travel Allowance	NA	NA
Special Allowance	6,242	74,900
Ex-Gratia Bonus ¹	4,500	54,000
TOTAL FIXED CASH	33,242	3,98,900
Variable Pay ²	1,875	22,500
TARGET CASH COMPENSATION	35,117	4,21,400
Employer Provident Fund	1,800	21,600
Medical Insurance Premium	583	7,000
TARGET COST TO COMPANY	37,500	4,50,000

Note:

1. As per Statutory regulations, if you are covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
2. Variable Pay (if applicable) will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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