

October 09, 2017

Mr. Vikram Pratap Yadav
Opposite "Gurukripa" Nursing Home,
Shukla Colony,
Ravi Nagar, Pandri,
Raipur - 492007

Dear Mr. Vikram,

We are pleased to offer you an appointment as **EXECUTIVE - INFRASTRUCTURE** in grade **SG 4** based at **RAIPUR**. The details of our offer are given below:

1. Until further advice, you will have a consolidated **Basic Salary of Rs.13240/-** per month. There will be no separate dearness allowance.
2. You will be eligible for a **House Rent Allowance of Rs.6620/-** per month.
3. You will be paid a **Conveyance Allowance of Rs.1600/-** per month.
4. **Provident Fund of Rs.19066/- p.a. @ 12%** on your basic salary as per the EPF Act and Gratuity as per the Payment of Gratuity Act will be extra.
5. **Medical Reimbursement - Domiciliary @ Rs.5000/- p.a.**, for the period April – March. The amount eligible to you will be on a pro-rata basis from the date of joining to March 31st. Amount unclaimed if any for this period would be paid at the end of the Financial Year.
6. You will be eligible for leave as per the policies of the Company.
7. Your services are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.
8. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure /performance review/performance incentive and other Terms of Service, as may be communicated to you from time to time. The eligibility for the performance review/incentive would be communicated by the respective supervisor and HR from time to time.

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Cholamandalam Investment and Finance Company Ltd.

Dare House, 2, N.S.C. Bose Road, Parrys, Chennai 600001, India.

Tel : 91.44.30007172 / Fax : 91.44.25346464

Website : www.cholamandalam.com

CIN – L65993TN1978PLC007576

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The supplementary terms applicable to your grade is enclosed.

We would appreciate your joining at the earliest, but in any case on or before **October 16, 2017**.

We however wish to clarify that your appointment is subject to your being found medically fit. In this connection, we are enclosing a letter to Apollo Clinic for the pre-employment medical check up. Expenses incurred will be reimbursed, by us, on submission of bills on joining.

You will be on probation for a period of six months from the day you report for duty. Your appointment will be confirmed on expiry of your probationary period, subject to performance being satisfactory. This period may be extended if considered necessary by the management.

Further, the Company reserves its right to verify the correctness of the information disclosed by you with regard to your **qualification, residential address, work experience and moral conduct in the application form and the documents produced in support of your disclosures.** Please note that if any information provided by you is found to be incorrect or if it is found that you have concealed certain critical information, the **Organization would be constrained to initiate action as appropriate against you.**

Notice Period

In the event of your resigning from the services of the company, you will be liable to serve "notice period" of 1 months (30 days) or pay a sum equivalent to the basic salary for the number of days un served, which will be calculated from the date of resignation letter to the date of relieving. Relieving letter will not be issued unless the amount, based on the above is settled by you, along with any other dues payable to the company.

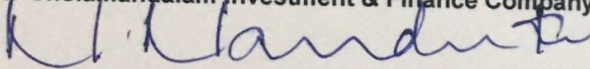
You will be governed by the terms and conditions of services as may be in the force from time to time, the most significant General Service Conditions are outlined in the enclosure.

Please sign the duplicate copy of this letter and General Service Conditions and return it to us as a token of your acceptance of our offer.

Looking forward to a professionally meaningful association with you.

Yours faithfully,

For Cholamandalam Investment & Finance Company Ltd



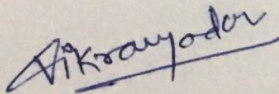
Narendra Kumar N

SENIOR ASSISTANT VICE PRESIDENT – HR

Encl: a/a

Having read the above terms and conditions, I hereby accept this offer of appointment and conditions stated herein above.

Signature :



Date of Joining:

16-10-17