

*Relationships™*  
BEYOND THE CONTRACT



**REWARDING  
PERFORMANCE**

**Dear Konkati Roopali,**

We have had a tremendous growth run over the last four years and are now in the new age of technology wherein the fundamentals of business are undergoing a disruptive change. Our stakeholders today expect us as an organization to scale up and respond to these changes. Interestingly, these changes have brought in a unique opportunity to position ourselves as the partner of choice for the 21st Century Enterprise.

We are pleased to inform that your compensation structure is being aligned as per existing Compensation Guidelines of the organization with effect from **02/10/2016**. The details of the same are enclosed as per Annexure A.

All other terms and conditions of your employment remain unchanged.

We look forward to a mutually beneficial association and your active participation as a key contributor in HCL's journey towards our shared goals and a rewarding future ahead!

Regards,

**Jonathan Peter Hancock**  
**LOB HEAD**

**THIAGARAJAN SURYANARAYANAN**  
**GLOBAL HEAD - TALENT SUPPLY CHAIN**

Letter Release Date :- 13/01/2017

Employee Ecode:-51634025

Note: All dates are in DD/MM/YYYY format

