

24 June 2024

Naga Venkata Someswara Rao Gonaboyina
E Code: 51882980
HCL AMERICA INC.
America

Subject: Extension of Assignment (Letter) with HCL America Inc. (HCL)

Dear Naga Venkata Someswara Rao Gonaboyina,

HCL takes immense pleasure on your extension in the current role, based on the business requirements. Your work location will be **MIAMI, Florida.**

In your current title as **TECHNICAL LEAD** you shall perform duties as per organization norms and work exclusively for HCL unless otherwise agreed in writing.

You will be entitled to annual remuneration of **(USD) 94893** during the period.

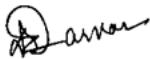
Kindly refer to Annexure A for compensation details. All other terms & conditions of employment plus applicable benefits will remain the same as per offer letter dated **20 July 2020**.

You would be required to sign on every page of this Letter, including the Annexure A and return a signed copy of these documents to the concerned Human Resource representative.

Looking ahead, we see exciting times we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services.

HCL wishes you the very best for your future endeavors at HCL!!!

With best regards,
Yours sincerely,



Debasis Sarkar
Senior Vice President,
Head-Global Rewards

I have read and understood all the elucidated terms & conditions of the Letter completely. All above clauses terms and conditions are agreed and accepted with the expressed intent to be legally bound.
Acceptance Signature: G. Someswara Rao

Employee Code: 51882980

Acceptance Date: 06/24/2024

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ANNEXURE A

This Annexure describes the various components in the salary structure applicable to you.

Component Names	Annual Components
Base Salary	(USD) 92082
Engagement Performance bonus	(USD) 2811
Total	(USD) 94893

Description of Components:

- Base Salary: You will be paid a gross base salary by credit transfer payable in bi-weekly installments.
- Your annual targeted Engagement performance bonus will be USD 2811. EPB is a variable bonus and is payable quarterly in accordance with the EPB bonus plan for your function (sales / delivery/functional support) as applicable at that time. It will be paid in accordance with the company's bonus policy (sales / delivery / functional support).

I have read and understood all the elucidated terms & conditions of the Letter completely. All above clauses terms and conditions are agreed and accepted with the expressed intent to be legally bound.
Acceptance Signature: G. Somas Rao

Employee Code: 51882980

Acceptance Date: 06/24/2024

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