

To: Nishu Bansal
From: Jitendra Pongurlekar
Subject: Transfer
Date: October 18, 2016

This letter confirms the details of your job transfer.

Effective Date: Transfer is effective October 31, 2016

Position and Reporting: Technical Lead/Architect Web & Mobile Development reporting to Jitendra Pongurlekar, Sr Manager, IT.

Salary: Your salary will remain \$148,526 on an annual basis. You will be eligible for your next salary review on August 1, 2017.

Incentive Plan: You will continue to participate in the Corporate Incentive Plan with the potential to receive a cash incentive payment up to 15% of your salary.

To confirm our mutual understanding of the terms of this position, please sign below and return this letter to me.

Acknowledged and Accepted:



Nishu Bansal

10/21/2016

Date