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Dear Shankar,

It is with pleasure that we congratulate you on your Salary Adjustment!

Opera is very proud to have you as part of our team. We thank you for your hard work and dedication and we are happy to recognize you for your contributions and achievements.

Your new annual base salary is 1707750 INR and will be effective January 1, 2018. **Please note that your compensation is personal to you and should not be shared with other employees.**

Please feel free to reach out to your HR team if you have any questions.

Wishing you the very best to continue your valuable contributions in the coming years.

Sincerely,
OPERA SOLUTIONS USA, LLC

Tim Bridges
By: Tim Bridges (Jan 31, 2018)
Timothy Bridges
Senior Vice President

Agreed and Accepted:

Shankar Dutt Mishra
Shankar Dutt Mishra (Jan 27, 2018)

Shankar Mishra

shankar.dutt@operasolutions.com
Date: _____