



10 Exchange Place
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Dear Shankar,

Opera Solutions is very proud to have you as part of our team. We thank you for your hard work and dedication. In recognition of your contributions and value to Opera Solutions, it is with pleasure that we congratulate you on your Merit Increase!

Please see the details of your bonus below:

- 1) Your new annual base salary is ₹1,912,680.00 and will be effective February 1, 2019.
- 2) Your new salary will be payable in your February paycheck.

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 in continuing your valuable contributions in the coming years.

Sincerely,
OPERA SOLUTIONS USA, LLC

By: _____
Timothy Bridges
Chief Human Resources Officer

Agreed and Accepted:

Shankar Dutt Mishra

Date: _____