

December 1, 2017

Employee Name: **Abdul Kareem**
Employee Number: **ARI 2043**

Dear **Abdul**,

We are glad to announce the achievement of another milestone in our journey of harmonizing the policies & practices by introducing a new & common designation structure across all MAKs entities and locations.

Accordingly, your new designation effective December 1, 2017 is as below:


Current Designation	Analyst
New Designation	Sr. Engineer

The revision in designation structure does not have any impact on your compensation or role & responsibilities.

We wish you all the best for a highly rewarding and mutually beneficial career with MAKs and look forward to your continued support and commitment towards achieving organizational goals.

All other terms of employment in your letter of appointment will remain unchanged.

Yours sincerely,



Avadhesh Dixit
Global Head Human Resources