

February 27, 2019

Employee Name: **Abdul Kareem**

Employee Number: **ARI 2043**

Dear Abdul,

In recognition of your contribution to the organization's goals, we are pleased to inform you that your annual salary has been revised with effect from April 1, 2019.

Basis your performance, **you have been awarded a bonus of Rs. 40,000 /- (Rupees Forty Thousand Only) for 2018.** The payment is subject to applicable taxes.

Your new salary effective April 1, 2019 and Target Performance Bonus for 2019 is as below:

<b>Current Designation</b>	<b>Senior Engineer</b>
<b>Current salary</b>	<b>₹ 4,05,000</b>
<b>New Salary (WEF 1st April'19)</b>	<b>₹ 5,00,000</b>
<b>Total Increment</b>	<b>23.46%</b>
<b>Performance Linked Target Performance Bonus %age for 2019</b>	<b>10.00%</b>
<b>Performance Linked Target Performance Bonus Amount for 2019</b>	<b>₹ 50,000</b>

The aforementioned target bonus is a standard against which actual payout will be calculated at end of year. The actual bonus payout may vary based on organizational achievement and individual performance. In order to earn and receive payment of any bonus award, you must remain actively employed by the Company (including not have given nor received any notice of termination) through the date on which bonuses are paid and otherwise satisfy all the eligibility requirements of the Plan.

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**

Please note: The information contained in this letter is strictly personal and confidential and should not be shared with any other employee/third parties.