



**L&T Technology Services**

L&T Technology Services Limited,  
L&T Knowledge City  
Special Economic Zone (IT/ITES)  
West Block-II, N.H.08  
Between Ajwa-Waghodia Crossing  
Vadodara - 390019. Gujarat, India

**July 24, 2019**

**Mr. Deepak Kumar**  
**PS No: 40004085**

**Dear Colleague,**

**Bonus - July 2019**

We achieved Industry leading growth in FY2019 and are well positioned to partner with our customers towards their priorities of digital transformation and innovation. This was possible due to your focus and commitment for providing intelligent solutions to our customers. We thank you for your valuable contributions towards the growth and success of the company.

In recognition of your performance during FY2019, we are pleased to inform you that you are being paid a **Bonus** of **INR 2,301/-** in the salary for the month of **July 2019**. Please note that this amount is inclusive of Bonus payable, if any, under the Payment of Bonus Act, 1965 including any amendments thereto, for the year 2018-19

In case you have joined on or after April 2, 2018, this amount is pro-rated from your date of joining till March 31, 2019. Similarly, in case you were deputed to an international location under the host country Compensation Structure any time during the financial year 2019, such duration has not been considered for the calculation of the above amount.

Employees deputed to international locations at the time of release of this payment will be paid vide the currency of their respective countries through local payroll.

Tax liability on the above amount, if any, will be borne by you.

All other terms and conditions of your existing employment as amended from time to time, shall continue to remain in vogue. All matters related to compensation are meant to be confidential between you and the company.

Looking forward to your continued commitment as ONE TEAM for ONE GOAL - to reach a Billion \$ organization and being No. 1 in the industry soon!

Yours truly,  
for **L&T Technology Services Limited**

**M Lakshmanan**  
**Chief Human Resources Officer**