



**REWARDING
PERFORMANCE**

Dear P KHAJA HUSSAIN,

At HCL, we have had a tremendous growth run over the last few years. Businesses across industries stand at an inflection point today. Far-reaching disruption fueled by technologies like Digitalization, Analytics, Cloud, IoT and Automation mean these technologies lie at the core of any enterprise that is trying to reinvent itself. As the demand for these services increase, HCL Technologies is accelerating its evolution into a next-generation technology services firm through HCL's Mode 1-2-3 strategy.

HCL's Mode 1-2-3 strategy helps future proof our customers business, by deploying a concurrent, three-point spotlight on the existing core of their business, new growth areas as well as the ecosystems of the future. As detailed below, each of the three modes have distinct outcomes and growth potential.

HCL's Mode 1-2-3 strategy is truly differentiating in the market place today and our clients are increasingly demonstrating their confidence in this strategy and our ability to deliver. We will continue to build and invest in our Mode 1-2-3 capabilities with the primary goal to be the partner of choice for our clients, globally. Lastly, we will continue to re-skill, train and build the capabilities of our employees to be future-ready.

Do visit Program First - MEME link. for guidelines related to these practices.

We are pleased to inform that your annual compensation has been revised to Rs. **566999** with effect from **01/10/2017**. The details of the same are enclosed as per Annexure A.

In conformance with your role, you are being re-designated to **Lead Engineer in E1 Band** with effect from **01/10/2017**.

All other terms and conditions of your employment remain unchanged.

We look forward to a mutually beneficial association and your active participation as a key contributor in HCL's journey towards our shared goals and a rewarding future ahead!

Sincerely,

GH RAO
LOB HEAD

ANAND RAJAGANESAN
LOB HR HEAD

Letter Release Date :- 23/12/2017

Employee Ecode:-51557559

Note: All dates are in DD/MM/YYYY format

