

June 14, 2010

Kamalakannan Sanjeevan
450147

Dear Kamalakannan,

We acknowledge your performance and contribution to the organization and are delighted to promote you as **Senior Technical Lead -SCM** with effect from **1st April 2010**.

Your revised compensation will be **Rs.925006/-P.A** on a cost to company basis. Details are as per the attached annexure.

We look forward to your continued support for the growth of the organization and wish you a long and successful career with us.

Wishing you the very best.

With Best Regards,

For India Comnet International Private Limited



Ansuman Pattanaik
Senior Manager - Human Resources

June 14, 2010

Annexure

Effective date: 1st April 2010

Name	Kamalakannan Sanjeevan	Employee No	450147
Designation	Senior Technical Lead - SCM	Grade	E5

Description	Monthly	Annual
Basic salary	38542	462504
House rent allowance	19271	231252
Conveyance	800	9600
Food allowance (Sodexo coupons)	1100	13200
Medical reimbursement	1250	15000
Statutory Bonus	700	8400
Adhoc/Other Allowances	11429	137148
Monthly Gross	73092	877104
Company contribution to P F		9360
Leave travel allowance		38542
Total Annual Gross Salary		925006

With Best Regards,

For India Comnet International Private Limited

Ansuman Pattanaik
Senior Manager - Human Resources

December 9th, 2009

Kamalakannan S
450147

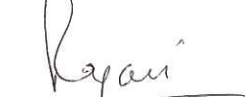
Dear Kamalakannan,

We acknowledge your performance and contribution to the Tellabs project and are delighted to extend the Employee Retention Bonus Program for calendar year 2010.

Under this program you will be eligible for a retention bonus of **Rs. 82500/-** to be paid in 2 equal installments of **Rs. 41250/-** along with the salary payment in the month of June 2010 and December 2010.

We look forward to your continued support for the growth of project and customer delight.
We wish you a long and successful career with us.

With Best Regards,



N V Rajan
Senior Vice President – Human Resources