



**Dear RAVINDRA KUNDLA,**

Over the last year, HCL has generated significant business momentum resulting in strong gains- both share and mind share. Our revenues rose 22.4 % YoY, Our profitability continued to grow each quarter, external customer satisfaction index reached an industry high of 57.3 on a scale of -100 to +100. Industry have rated HCL the market leader in several services and our Customer Advisory Council received the p Forrester Groundswell Award in the Business to Business category.

While our efforts to execute our strategy have been appreciated by our customers, partners and the world, this has been possible due to your contributions.

Looking ahead, as we continue to operate in a highly competitive, dynamic and rapidly changing environment - we need to remember that the market is playing out in two different ways. Customers are not satisfied with incumbents, and this offers HCL the gateway to participate and win in the deal renewal market. Further, customers are turning to emerging technologies and sourcing models to transform their core businesses, thereby presenting us opportunities to compete in the transformation space. HCL will continue to develop strategies to win in both these opportunity segments and continue to invest in the identified growth and new areas.

Our culture architecture reflecting what we have now come to call 'Ideapreneurship' - is founded on strong pillars in the Employee First, Customer Second tenets that help us make changes and transform the value of our interactions with our people and clients, due to behaviours which encourage us to seed, nurture and harvest, resulting in grass-root, business-relevant, customer-centric innovation. Every employee is engaged to contribute to creating momentum by supporting initiatives that lead to positive business outcomes every day - making HCL one of the world's largest and most successful examples of a workforce what we have come to see as 'Ideapreneurship'.

We are committed to enhance your employment experience - and the changes introduced in our performance, learning, reward and talent management as Program First will progressively ensure we will empower you. We encourage you to articulate your goals in line with the purpose of your role, seek feedback, achieve mastery in the skills required, leverage your social professional network to shape your career path as well to fulfill your potential so we can reward and recognize you in line with your contributions to the desired outcomes.

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. **958900** with effect from **01/10/2013**. The details of the same are enclosed as per Annexure A.

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 on your journey towards our shared goals and a rewarding future ahead!

Sincerely,

**SRIRAM VAITHEESWARANKOVIL**  
**LOB HEAD**

**Nitin Pande**  
**LOB HR HEAD**

Letter Release Date :-

Employee Ecode

Note: All dates are in DD/MM/YY



www.