



Rewarding Performance

Dear RAVINDRA KUNDLA,

As we raise the bar higher and take the next steps in our evolution, we will continue our journey of transformation and focus on Service Offerings delivering profitable growth, Strong Customer Relations, Strengthened processes, Industrialized Global Delivery, Managing the Innovation Portfolio leading to our growth objectives, aligned to the Employee First, Customer Second strategic model.

While our efforts to execute our strategy has been appreciated by our customers and partners, this would not have been possible without your significant contributions.

This year we have further strengthened our performance management processes by extending a standard platform to capture and confirm the Job / Role (s) exhibiting your contributions during the review period in a consistent manner and also enabled assessment of behavioral competency that is aligned to the capability framework of HCL.

The enhanced and refreshed framework progressively will integrate the business and people management processes of HCL more strongly, thereby providing robust opportunities for you to grow professionally and personally.

We deeply appreciate your contributions and are pleased to inform that your annual compensation has been revised to Rs. **944903** with effect from **01/04/2013**. The details of the same are enclosed as per Annexure A.

We are pleased to inform that your services have been confirmed with effect from 15/03/2013.

All other terms and conditions of your employment remain unchanged.

We are sure that you will continue to add value, raise the bar of excellence, enhance our collective performance, and actively participate in HCL's journey towards our shared goal and success.

Wishing you a rewarding future ahead!

Regards,

SRIRAM VAITHEESWARANKOVIL
LOB HEAD

V SRIRAM
LOB HR HEAD

Letter Release Date :- 07/05/2013

Employee Ecode:-51415311

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



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