



**Dear Srinivasan Mahalingam,**

We have had a tremendous growth run over the last four years and are now in the new age of technology wherein the fundamentals of business are undergoing a disruptive change. Our stakeholders today expect us as an organization to scale up and respond to these changes. Interestingly, these changes have brought in a unique opportunity to position ourselves as the partner of choice for the 21st Century Enterprise.

A 21st Century Enterprise is outcome-based, service-oriented, agile and lean, ecosystem-driven and experience-centric. To enable this change, HCL has consolidated its leadership in existing and new services lines like BEYONDigital, IoT WoRKS, NextGen ITO and Automation, while attaining an industrialized, agile operating model, fuelled by seamless business processes which have truly delivered customer value 'beyond the contract'. Timely investments, niche Intellectual properties, globally envied skilled talent and a highly engaged customer community has provided great competitive strength to the company, helping it achieve significant leadership in delivering Enterprise and Operations IT. HCL is evolving its service offerings into integrated propositions, which are witnessing increased demand and wins in momentum plays, across all segments and regions.

As an employee first organization we are committed to enable, engage and empower you to design version upgrades of yourselves so that you are future ready in a dynamic & evolving market place. The key ingredients in are pivotal in this journey of self-discovery are our ability to Listen, Collaborate, Ideate & Create. More significantly, the impetus to design version upgrades is with you, the actions across learning, career, performance & rewards are employee driven. We continue to encourage you to articulate goals in line with your role, seek feedback, leverage your social professional network to shape your career path and grow to fulfil your potential so that we can reward and recognize you in line with your contributions.

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. **610202** with effect from **01/01/2017**. 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 in HCL's journey towards our shared goals and a rewarding future ahead!

Sincerely,

**Apparao V V**  
**LOB HEAD**

**THIAGARAJAN SURYANARAYANAN**  
**GLOBAL HEAD - TALENT SUPPLY CHAIN**

Letter Release Date :- 22/02/2017

Employee Ecode:-51588437

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



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