

20 Dec 2016

Personal & Confidential

Rahul Kandpal
6487
Technology

Appraisal Review: Oct 16

Dear Rahul Kandpal,

As part of the Appraisal Review Process, we are pleased to inform that compensation for all employees has been reviewed. In line with your appraisal rating, the salary revisions have been based on your performance in the past year, market conditions, your current role and the recommendations of your mentor. We are pleased to revise your compensation with effect from **01 Oct 16** as per the details given below.

Component	Previous Compensation	Revised Compensation
Fixed Annual Salary	251233	301480
Performance Variable	24415	29298
CTC (FAS + PV)	275648	330778

Rahul Kandpal, as always, we look forward to your continued support to the organization in achieving her goals. I am pleased to have you with us as part of the CL Team and look forward to a mutually rewarding successful year ahead. As you have done in the past, I am confident that you will continue to support the company with your good work.

Best Regards,



Johnson KV
AVP - HR

* Other terms and conditions of your appointment remain unaltered.

** Next salary review - Oct 2017