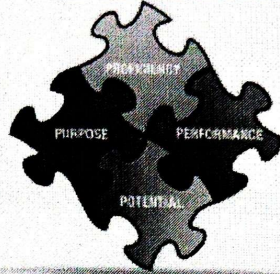


Relationships™
BEYOND THE CONTRACT



**REWARDING
PERFORMANCE**

Dear Ram Prakash Singh,

HCL Technologies empowers global enterprises with technology for the next decade today. HCL's Mode 1-2-3 strategy through its deep-domain industry expertise, customer-centricity and entrepreneurial culture of ideapreneurship™ enables businesses to transform into next-gen enterprises. HCL has always believed in nurturing long term partnerships with our customers, demonstrating strong business capabilities and delivering valuable services which are built on four decades of innovation. At the 'core' of all our achievements are our employees and we place a strong focus on their welfare, progression, and growth. We continuously strive to enhance the employee experience and equip our workforce with tools and platforms to help accelerate their professional growth in the organization.

We would like to inform that your annual compensation has been revised to **Rs. 1187301** with effect from **01/07/2019**. The details of your revised compensation has been enclosed in Annexure.

All other terms and conditions of your employment remain unchanged.

Do visit Program First - MEME link for guidelines related to these practices.

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,

GH RAO
LOB HEAD

Sundar Rajan
LOB HR HEAD

Salary Letter

Letter Release Date :- 20/08/2019

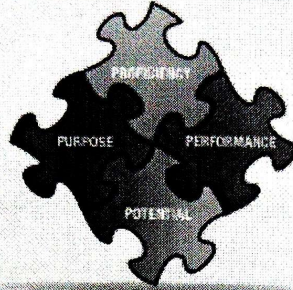
Employee Ecode:-51603686

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



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**REWARDING
PERFORMANCE**

COST TO COMPANY(CTC) FOR RAM PRAKASH SINGH (51603686)

BAND: E1

DESIGNATION: Lead Engineer

WEF: 01-07-2019

Monthly Components (In Rs.)

Basic Salary	24731
House Rent Allowance/Company Leased Accommodation	24731
Holiday Allowance	4166
Compensatory Allowance	27440
Food Wallet	2000
TOTAL: Monthly (A)	83068
TOTAL: Monthly : Annualised (B)	996816

Annual Components(In Rs.)

Provident Fund	35613
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Employees Compensation Details

Insurance & Medical Benefits	10000
Gratuity **	14270
TOTAL: Annual (C)	59883
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)*	59364
Performance Bonus @ 100% achievement levels#	71238
TOTAL: Variable Components : (D)	130602
Cost to Company (B) + (C) + (D) [Annual]	1187301
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Hospitalization cost reimbursement limit	360000
Term life Insurance Cover (including EDLI)	2000000
Disability cover due to accident (upto)	1800000
** Gratuity payable as per rules	
* Engagement PB will be payable on a monthly basis as per EPB guidelines	
# Year-end Performance Bonus is not payable on prorated basis in the event of employee leaving the organization prior to the completion of the performance review cycle.	
For details on any of the above, please refer "Guidelines on your compensation structure"	
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.	
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.	