



**REWARDING
PERFORMANCE**

Ref No.51306146-SINGAPORE-CompensationLetter-N-1-Sep15

16 Sep 2015
SARMA TALLAPRAGADA
51306146

Dear SARMA TALLAPRAGADA,

Congratulations! Yet again, you have succeeded in helping HCL take Relationship Beyond the Contract™ to generate significant business momentum and gains - both in market share and mind share. As you listened, collaborated, ideated, and created excellence, the world noticed something different about HCL. The efforts have been applauded by the customers, partners, and the world at large—and you have made all this possible.

With the industry making way for disruptive technologies, HCL will continue to provide its employees the room to seed, nurture, and harvest ideas resulting in grass-root, business-relevant, customer-centric innovation. While we continue to operate in a highly competitive, dynamic, and rapidly-changing business environment, we continue to count on you to go beyond your roles, unlock your true potential, and take control of your own career paths. As you foster learnings, work together, introduce best practices, and go the extra mile, HCL will take advantage of the numerous market opportunities and compete effectively to help customers meet their objectives in a timely and innovative manner.

HCL believes that relationships are at the heart of transformations. Our relationships with customers, partners and employees cement the foundation of success. By listening to our customers, we add meaningful value to their business. By sharing our strengths, we co-create transformations with our partners. By engaging with employees, we bring about positive business outcomes every day.

As an ideapreneur, HCL seeks to empower you with the ability to fulfil your career goals. 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 fulfill your potential, so we can reward and recognize you in line with your contributions.

Do visit [Program First - MEME link](#) for guidelines related to these practices.

It gives us immense pleasure to inform that you have been promoted to **Technical Lead** in **E2** band with effect from **01 Oct 2015**.

Our Compensation philosophy is benchmarked to our compensation grids, business performance and individual's performance in the roles performed. Your current compensation is at par with the defined standards and hence your compensation for the current review period remains unchanged as per [Annexure A](#).

Your India Annual Compensation has been revised to **INR 948273** as on **01 Oct 2015** and will be effected from the date of your return to India. The detailed compensation structure will be shared with you post completion of related transfer formalities.

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,

5/9/2017

Salary Letter

AJIT KRISHNANKUTTY KUMAR
LOB HEAD

Nitin Pande
SENIOR VP - HR ADVISORY & EMPLOYEE SERV.



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