



High performance. Delivered.

December 06, 2016

Vijaya Tapaswi Achanta

Employee ID: **10936253**

Dear **Vijaya**,

I am pleased to inform you on the payout as part of the Local Variable Bonus programme (LVB) **March 01, 2016 to August 31, 2016** along with **December 2016** payroll. In recognition of your **Distinctive contributions** in the last year, you will receive an amount of INR **55,000** as LVB. This payout has been prorated based on your tenure in the Company and considering the period of leave without pay during the year.

The LVB is linked to your performance achieved and performance of the Delivery Centers for Technology in India along with your individual utilization. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout. The LVB payout will be subject to applicable taxes.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the LVB Programme.

We look forward to your continued support in the year ahead.

Yours sincerely,

Mohan Sekhar
Senior Managing Director - Technology
Lead - Delivery Centres for Technology, India

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