

Compensation Summary

Personal and Confidential

Employee Name: Venkateswarlu Pallamala
Employee ID: 7172871
Effective Date: 9/1/2018

Job Details

Job Title:	Staff Engineer, Software Development Engineering (Apps)
Track:	Professional
Level:	107

FY2019 Target Total Cash Compensation¹

INR	Current	New	Change
Annual Base Salary:	1,506,560	1,807,872	20.00%
STI Target Percent:	12.00%	12.00%	0.00%
STI Target Amount:	180,787	216,945	20.00%
Target Total Cash Compensation²:	1,687,347	2,024,817	20.00%

^[1] The table above reflects a 12 month base salary as the baseline for target incentive calculations. Eligible earnings will be utilized for actual payout calculations.

^[2] Target Total Cash Compensation excludes allowances and additional bonus for countries, where these are paid.

FY2018 STI Award

INR	STI Award Amount ³	STI as % of Funding	
1st Half FY18:	122,616	137%	
2nd Half FY18:	126,550	140%	

^[3] STI award amounts prior to any applicable deductions

FY2019 LTI Award

USD	LTI Award Type	Total LTI Award Amount ⁴
Estimated Grant Value	RSU	10,829

^[4] LTI awards to be granted subject to final approval by the Compensation Committee. The number of shares will be determined based on our closing stock price on the trading day immediately prior to the date of grant. The actual realized value under these awards will vary depending on the stock price upon satisfying applicable vesting schedule. Your shares will vest ratably over four years on the first, second, third and fourth anniversaries of the date of grant.

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Additional Note:

This year, the effective date of ACR has moved from July 1 to September 1. We understand that moving the effective date of ACR may have an effect on you and your family. With this in mind, Western Digital will pay a one-time ACR Adjustment Payout to those receiving an ACR increase by November 1, 2018 (may vary for some countries). You will receive an ACR adjustment payment of 50,219 INR.

For employees eligible for overtime, the ACR Adjustment Payout will also include an approximate average amount of overtime by country in the months of July and August, which will be calculated at a later date and included in the payment.