



January 31, 2018

EE ID 7172871:  
Dear Venkateswarlu  
Pallamala,

Congratulations! I am pleased to inform you that you are receiving a promotion effective January 01, 2018. Your new position will be Staff Engineer, Software Development Engineering, reporting to me. Your revised salary will be INR 1,506,560, which reflects an increase of 10% and is in recognition of your performance and demonstration of our company values. The following table summarizes the changes to your salary and target total cash compensation.

INR	Current	New	% Change	Amount Change
Base Salary *	1369600	1506560	10	136960
Target Bonus (STI) %	10	12	2	
Target Annual Bonus (STI) Amount	136960	180787	32%	43827
Total Target Annual Cash*	1506560	1687347	180787	12%

As noted in the table above, you will continue to be eligible for Western Digital's Short Term Incentive Plan or Sales Incentive Plan. As a reminder, the funding of the incentive is based on corporate level results and award values are based on each individual's performance. All other terms and conditions of your employment remain the same.

Thank you for your ongoing contributions to the success of WD. Congratulations and keep up the good work!

Gangadhar Mylapuram

*\*Note that allowances are not included in this illustrative calculation of total target cash compensation*