

22 August 2017

**Vittal Kamkar**  
**1020535**

Dear **Vittal**,

We are pleased to inform that effective **1<sup>st</sup> July 2017**, your compensation has been revised. Your revised Total Compensation will be **INR 999,900 per annum**.

There is a change in the compensation stack compared to what was applicable earlier. The detailed break up of your Total Compensation is given below (*all figures mentioned are in INR/annum*).

	<b>Previous</b>	<b>New</b>
Basic	208,308	229,080
FEP	547,464	606,708
Emergency Medical Fund	1,200	0
Provident Fund	24,996	27,492
Gratuity	9,996	10,992
Insurance Benefits*	5,052	5,640
Annual Gross	797,016	879,912
Bonus**	108,684	119,988
<b>Total Compensation</b>	<b>905,700</b>	<b>999,900</b>

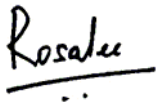
\*Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover for self.

\*\*The Payout will be based on the Bonus Plan. Please refer to People Hub for more details.  
(Peoplehub> > Organization> > Policies> > Compensation & Benefits> > BonusPlan)

**Vittal**, we look forward to your continued support and contribution.

Welcome to Possible!

for **Mindtree Ltd.**



**Rosalee M Kombial**  
**Associate Vice President - People Function**

**Private and Confidential**