

30 September 2015

Vittal Kamkar
1020535

Dear **Vittal**,

We are pleased to inform that effective **1st July 2015**, your compensation has been revised. Your revised Total Compensation will be **INR 709,800 per annum**.

The detailed break up of your Total Compensation is given below (*all figures mentioned are in INR/annum*).

	Previous	New
Basic	136,500	163,260
FEP	315,228	428,112
Provident Fund	16,380	19,596
Gratuity	6,552	7,836
Insurance Benefits*	4,620	4,620
Emergency Medical Fund	1,200	1,200
Annual Gross	480,480	624,624
Performance Bonus**	65,520	85,176
Total Compensation	546,000	709,800

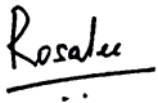
* Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover for self.

** The Payout will be based on the Performance Bonus Plan. Please refer to People Hub for more details.

Vittal, we look forward to your continued support and contribution towards achieving yet another year of exemplary performance and growth..

Welcome to Possible!

for **Mindtree Ltd.**



Rosalee M Kombial
Head - Compensation & Benefits

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