

08 March 2016

Vittal Kamkar
1020535

Dear **Vittal**,

We are pleased to inform that effective **1st January 2016**, you are promoted from competency **C2** to **C3** and your revised Total Compensation will be **INR 759,490 per annum**.

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

	Previous	New
Basic	163,260	174,684
FEP	428,112	458,496
Provident Fund	19,596	20,964
Gratuity	7,836	8,388
Insurance Benefits*	4,620	4,620
Emergency Medical Fund	1,200	1,200
Annual Gross	624,624	668,352
Performance Bonus**	85,176	91,138
Total Compensation	709,800	759,490

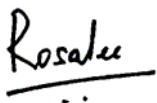
* Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover for self.

** 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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