

03 August 2016

Vittal Kamkar
1020535

Dear **Vittal**,

We are pleased to inform that effective **1st July 2016**, your compensation has been revised. Your revised Total Compensation will be **INR 905,700 per annum**.

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

	Previous	New
Basic	179,580	208,308
FEP	471,516	547,464
Provident Fund	21,552	24,996
Gratuity	8,616	9,996
Insurance Benefits**	4,620	5,052
Emergency Medical Fund	1,200	1,200
Annual Gross	687,084	797,016
Bonus*	93,694	108,684
Total Compensation	780,778	905,700

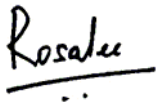
**Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover for self.

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

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
Associate Vice President - People Function

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