

**03 August 2016**

**Vittal Kamkar**  
**1020535**

Dear **Vittal**,

We are pleased to inform that effective **1<sup>st</sup> 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*).

	<b>Previous</b>	<b>New</b>
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
<b>Total Compensation</b>	<b>780,778</b>	<b>905,700</b>

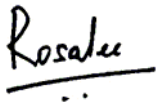
\*\*Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover for self.

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

**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**

Private and Confidential