

17 January 2018

Vittal Kamkar
1020535

Dear **Vittal**,

We are pleased to inform that effective **01 January 2018**, you are promoted from competency **C3 to C4** and your revised Total Compensation will be **INR 1,049,892 per annum**.

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

Components	Previous	New
Basic	229,080	240,528
FEP	606,708	637,332
Provident Fund	27,492	28,860
Gratuity	10,992	11,544
Insurance Benefits*	5,640	5,640
Annual Gross	879,912	923,904
Bonus**	119,988	125,988
Total Compensation	999,900	1,049,892

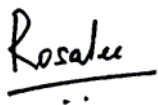
*Premium towards Group Medical Coverage, Group Term Life and Group Personal Accident cover as per insurance policy. Please refer to PeopleHub for more details.

**The Payout will be based on the Bonus Plan. Please refer to PeopleHub 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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