



IBM Daksh Business Process Services Pvt. Ltd.
DLF Building No 8, Tower - B, 4th Floor,
DLF Cyber City, DLF Phase II,
Gurgaon - 122002,
Haryana - India
Tel: +91-124-463 5100
Fax: +91-124-426 3311

Personal & Confidential

22-Jul-11

Dhaval Kadam
Emp.Code: 145822

Dear Dhaval,

Sub: - Promotion Letter

We are pleased to inform you that based on your performance and track record, you are being promoted effective 01 July 2011. The details of your band & internal role title are as follows:

Band : 4
Internal Role Title : Sr. Executive

Congratulations!

In all internal communications and w3 updations, you will only use the internal role title given above. There should be no deviations on this.

Compensation change on account of your promotion will be communicated along with the Employee Salary Program (ESP) letter. All other terms and conditions of your appointment remain unchanged.

We hope that you will continue to contribute significantly to the achievement of Organization goals and objectives and wish you a rewarding career with IBM.

With best wishes,

C&B Leader
IBM Global Process Services - India Delivery

CORR/PCMT/ART/QPPO/PLSP/1.1

Note: This is a system generated letter and it does not require any signatures.