July 25, 2014

Employee Name	: Alok Mittal
Designation	: Assistant Manager
Employee ID	: 068377
Band	: 10
Business Unit	: Idea Cellular - Delhi

Dear **Alok Mittal,**

We are pleased to share that once again Idea outperformed Annual Financial Budgets largely on the strength of focussed smart work by employees. Idea continues on course of its mission of consistent, competitive, sustainable and profitable growth while meeting complex demands of technology, evolving customer needs and competition. With these emerging opportunities and challenges, your performance is even more critical to meet our annual goals and long term vision.

We are pleased to inform you that we have concluded the Performance Management process and the Annual Compensation Revision exercise for the year.

Your Performance Rating during the year 2013 2014 has been assessed at **Exceeds Expectation**.

It gives us immense pleasure to inform you that you have been **Upgraded** with effect from July 01, 2014 to **Manager** at **Band 10**.

Kindly note that the compensation structure has been aligned to Bands with effect from July 01, 2014. Details of your revised compensation are provided in the attached Annexure. The next compensation review will be effected from July 01, 2015.

All other terms and conditions of your employment remain unchanged. We request you to maintain confidentiality of your Compensation & Benefits details.

We take this opportunity to congratulate and compliment you for giving your best to achieve our company's objectives. We look forward to your continued contribution towards the growth of the company and wish you a fulfilling career ahead.

For any queries and clarifications kindly get in touch with **Anil Gagroo.**

Yours sincerely,

for IDEA Cellular Limited

Debashis De

Vice President

The attached annexure contains details of your revised compensation.

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