



KIRLOSKAR COMPUTER SERVICES LTD

21 July 1993

Mr. E. Senthil Kumaran
Jr. Engineer (CAD)
KCSL
BANGALORE

Dear Senthil,

Based upon your performance and in recognition of your role, we are pleased to promote you to the position of **ASSISTANT ENGINEER** effective 1 June 1993.

Consequent upon your promotion your compensation has been revised as follows :

BASE SALARY	:	Rs. 2660/-
SALARY RANGE	:	1500 - 4100
HOUSE RENT ALLOWANCE	:	Rs. 350/-
CONVEYANCE ALLOWANCE	:	Rs. 500/-

You will continue to be eligible for the other benefits indicated in our letter of February 12, 93.

Your next salary review for you will be in June 94. All other terms and conditions of your employment will remain unchanged.

Wishing you the very best in your new role.

Yours sincerely,

S. A. MAHAJAN
GENERAL MANAGER - SYSTEMS