



June 30, 2008

Mr. **ABDUL JABAR KUNJU MARAIKAR**
Employee No. : 82001

Dear **Mr ABDUL JABAR KUNJU MARAIKAR,**

It is once again the time of the year when the Management evaluates the results of the Group for the fiscal year, achievement of objectives during the course of the year and missed opportunities.

The year 2007-08 has been a difficult year for all of us due to inflation and the currency devaluation, being the biggest concern for our businesses and our personal lives. With oil incomes fuelling government spending, cost of living has seen an unprecedented increase which the Management is conscientious and concerned about.

In this years' assessment the Group has clearly focused on Human Resource positioning and has taken professional advise from HEWITT, a leading consultant in the field who have proposed to make changes in our organization structure, HR bands and HR initiatives. They are also spearheading our GOOD 2 GREAT initiative which will place our Group on a much stronger footing for long term growth. The salary structure recommended from Band 6 onwards will now be as a set percentage for Basic salary and for other allowances.

Staff attrition at lower grades has been a concern but as a Company we understand our statistics of attrition are in sync or slightly below the industry norms. With the growth and expansion of the retail markets, the Landmark Group has been able to grow well in these tough conditions, thanks to the efforts and dedication of all our staff at various levels in our organization.

With the expansion of our established businesses, a significant roll out plan for the high-turnover-low-margin E-Max business, the Groups Brands businesses and the new up-market furniture brand UNIQUE, the Group plans to double in size within the next 36 months.

We are pleased to inform you that from this year onwards an annual incentive of 3 months Basic Salary based on the Performance will be offered to Band 6, which would be huge motivating factor. **This will supersede the existing block incentive scheme.**

You will be participating in the Management Performance Appraisal systems, you will be directed towards setting up individual KPIs as Part A and Part B. Part A carries a 80% weightage for sales, Gross Profit, Net Profit and Stock target achievements and 20% weightage towards individual specific targets which includes overtime control, pilferage control, telephone expenses, shop standards, merchandising, manpower utilization etc. Since you would be entitled with the above incentive scheme, the other advantages such as over time will be entertained under specific circumstances with the discretion of the management.



With the growth and expansion of the retail markets, the Landmark Group has been able to grow well in these tough conditions, thanks to the efforts and dedication of all our staff at various levels in our organization.

In view of your performance during the last year and the responsibilities you are shouldering with respects to the typical salary structures in the markets we operate in, the inflation element etc. the Management has reviewed your position / remuneration with effect from July 1, 2008 as follows:

Band	: B6
Designation	: Shop Manager
Basic	: SAR 3000
Other Allowance	: SAR 2100
Total	: SAR 5100

All other terms and conditions of your employment remain unchanged.

Please note that we do consider details of salary strictly confidential and not to be shared with any one inside or outside the Company.

We trust this will motivate you to do your best for the Group and you will progress towards achieving your personal goals as well as organizational goals. The Group does provide all its team members with a high level of stability and continuity and will continue to do so as far as possible.

It would not be out of place to mention that the Group has received many accolades in the retail field from various institutions/organizations and this is in real appreciation of your efforts to move the Group forward.

I would like to personally thank you for your efforts during the year and would look forward to achieve the company goals with you together in the year 2008-09.

With best regards,

Yours sincerely,

T S Vedapuri
Chief Operating Officer

25th JUNE 2008

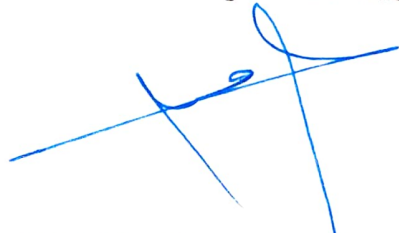
SALARY CERTIFICATE

We hereby certify that MR.KUNJU MARAIKAR ABDUL JABAR, Indian National is a bonafide employee of our company, serving as SHOP MANAGER. Details of his employment are given below:

FULL NAME : MR.KUNJU MARAIKAR ABDUL JABAR
PASSPORT No. : E 1488638
IQAMMA (SAUDI ID) : 2254895895
DATE OF JOINING : 10TH MARCH 2008
SALARY PER MONTH : Basic SR 3000
Hra SR 1400
Conveyance SR 000
Total SR 4400

(FOUR THOUSAND FOUR HUNDRED
SAUDI RIYAL ONLY)

This certificate is issued to him on his request and we shall not be liable for any claim arising out of this statement.


AUTHORISED SIGNATORY



UNION OF INDIA Driving Licence (Tamil Nadu)



DL No. **TN38 20070034030**

(NT)



Date of Issue
07-11-2007

Valid Till

(VT) **15-10-2029**

Date of Birth
16-10-1969

Blood Group

Name

ABDULJABAR K

Son/Daughter/Wife of

KUNJUMARAIKAR P P



TN38 20070034030



2007



MCWG
27-11-2007

Address

43 G K S NAGAR NEW NO-3
NABISA MANZIL PAPPANAICKEN PLM
COIMBATORE 641037

Handwritten signature or scribble in blue ink.

Account No
Card No



Handwritten signature or scribble in blue ink.

TN66 COIMBATORE CENTRA



भारत सरकार

Government of India



அப்துல் ஜப்பார் கே

Abdul Jabbar K

பிறந்த நாள்/DOB: 16/10/1969

ஆண்/ MALE

Mobile No: 9786645431

6773 2489 3030

VID : 9179 7851 9917 2023

எனது **ஆதார்**, எனது அடையாளம்



भारतीय विशिष्ट पहचान प्राधिकरण

Unique Identification Authority of India

முகவரி:

C/O குஞ்சு மறைக்காயர், 3/55, காட்டுர் ரோடு,
ஜிகேஎனஎம் மருத்துவமனை அருகில், பிஎன்
பாளையம், கோயம்புத்தூர் தெற்கு,
கோயம்புத்தூர்,
தமிழ் நாடு - 641037

Address:

C/O Kunju Maraikar, 3/55, Katoor Road, Near
GKNM Hospital, PN Palayam, Coimbatore
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Tamil Nadu - 641037



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