



Private & Confidential

October 28, 2024

Jay Khandagale
923801

Dear Jay Khandagale,

Your Annual Compensation effective 01 October 2024 is INR 538,528.00

For details on your compensation, kindly refer the annexure as below.

Your compensation details are strictly confidential and must not be disclosed or shared. Should you require any clarifications, please contact your reporting manager or HR business partner.

We look forward to your continued engagement and commitment to perform with passion in the years to come and a fulfilling career with Tata Technologies.

Wishing you the very best for the year ahead.

Regards

Human Resources

TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

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Annexure I

Jay Khandagale

923801

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Performance Rating: Exceeds Expectation

COMPENSATION STRUCTURE

Amounts in INR

COMPONENTS	Monthly	Annual
Consolidated Salary (Basic Salary)	15,067.00	180,794.00
House Rent Allowance (HRA)	7,534.00	90,397.00
Bonus	2,000.00	24,000.00
Flexible Benefits Plan *	13,789.00	165,467.00
Retirals		
Provident Fund Contribution (Employer)	1,808.00	21,696.00
Gratuity	725.00	8,697.00
Superannuation Allowance/Pension Scheme	2,260.00	27,119.00
Total Fixed Compensation	43,181.00	518,167.00
Cost to Company (CTC)		518,167.00
Insurance Premium Paid by Company		20,361.00
Total Cost to Company (TCTC)		538,528.00

* Flexible Benefits Plan (FBP): For further details, kindly refer the FBP policy uploaded on HR intranet.

* Performance Pay is governed by the Performance Pay Policy

Total Cost to Company (TCTC): The overall premium towards insurances is in addition to the Cost to Company.

This is system generated letter and does not require a signature

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