

**Mr. Madhankumar Eswaramoorthy****Private and Confidential**

Employee Number : 32699063

Department : RBEI/EMT

Level : 50

Ref. No.
HRL/N/04/19Date
29.03.2019

Dear Mr. Madhankumar Eswaramoorthy,

We are pleased to inform you that effective 1st April 2019 your compensation is revised as per details below:

Components	Current Salary		Revised Salary	
	Per Month INR	Per Annum INR	Per Month INR	Per Annum INR
Fixed Pay				
Basic Pay	12,500	150,000	15,000	180,000
Buffet of Benefits	23,469	281,625	23,944	287,330
Statutory Deductions				
Provident Fund	1,500	18,000	1,800	21,600
Gratuity (As per Payment of Gratuity Act)	601	7,215	722	8,658
Total Fixed Pay	38,070	456,840	41,466	497,588

Company Performance related Pay-CPrP				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	43,163	-	47,415
Total Cost to Company (CTC)	38,070	500,003	41,466	545,003
NPS Optional (Company contribution) - Foregone		12,495		14,994

All other terms and conditions of your employment remain unchanged.

Thank you for your Contribution to the company. We wish you all the best for the year ahead and look forward to your continuous support to ensure success of the company.

Robert Bosch Engineering and Business Solutions Private Limited

Sriram T V
RBEI/HRL

Gopinath Mujumdar R
RBEI/NE-ET