

Salary Revision Letter

Employee Number : 32699063
Level : 51
Designation : Senior Software Engineer

Date: 22.12.2023

Dear Mr. Madhankumar Eswaramoorthy,

In recognition of your contributions, we are pleased to share your revised compensation effective 1st January 2024. Enabling Annual Salary Review despite the market uncertainties and business challenges reflects our commitment to invest in you and recognize you as a valued talent in BGSW.

Starting this year, we are sharing a holistic total rewards view including the benefits package which you are entitled to. We urge you to actively avail these benefits.

Thank you and look forward to your valued contributions in 2024 .

	Current Salary	Revised Salary
Salary Components	Per Annum INR	Per Annum INR
Fixed Pay		
Basic Pay	383,246	429,235
Buffet of Benefits	553,630	608,068
Hybrid Work Allowance+	-	12,000
Retirals/Deferred Benefits		
Provident Fund	45,990	51,508
Gratuity	18,434	20,646
Total Fixed Pay	1,001,300	1,121,457
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*	93,688	104,930
Total Annual Gross Salary	1,094,988	1,226,387
National Pension Scheme (NPS) - Optional Company Contribution**	19,500	19,500
Total Cost To Company	1,114,488	1,245,887

+ Hybrid Work Allowance paid as reimbursement of INR 12,000 pa for all on-roll associates who have joined before Jul 1, 2023

* CPrP/BPB actual payout will vary basis company Performance and can go up to 200% of target

** NPS company contribution is applicable only if associate is contributing into the scheme


All other terms and conditions of your employment remain unchanged.

Note: Your Compensation details are personal and strictly confidential only to you hence should not be shared with any one.

Bosch Global Software Technologies Private Limited



Rajkumar B
BGSW/HRL



Dattatri S R
BGSW/P

Your Benefits (Below SLx)



Leaves

Earned Leave

18 Days

Paternity Leave **

5 Days

Maternity Leave*

26 weeks, 12 weeks for Adoption and Surrogacy,
Additional 6 months of child raising leave

General Leave

12 Days

Premium Leave

1 Day for every 5yrs worked

Festival/National Holidays

10 days (5 flexible, 5 fixed)

Leave bank

For emergency leave over and above existing leave

**Subject to completion of at least 80 days of continuous services, additional leave based on discussions with manager*

*** Eligible on completion of 1 year of continuous service*



Insurance

Group Medical

- Eligibility: Associate, Spouse, 2 children up to 23years
- Coverage; INR 3L
- Additional Top up*: INR 3L, 5L OR 10L
- Additional Base policy for parents, in-laws, grandparents & children above 23 years* up to INR 2L (additional top up of INR 4L of floater for the group available

**Premiums for all additional/top up insurance to be borne by associate*

Group Accident

- Eligibility: Associate Only (premium paid by employer)
- Coverage: 60months of Salary (Basic + BoB)

Group Term Life

- Eligibility: Associate Only (premium paid by employer)
- Coverage: 60months of Salary (Basic + BoB)



Wellness Benefits

- Company paid virtual fitness classes, subsidized in-person gym fees
- Health check-up for associates**, discounted rates for other family members
- Associate Assistance Program covering counselling and associate support services
- Company NPS contribution over and above associate contribution
- Associate Funded Welfare Trust (Shakti)



Perks

- Learning benefit of INR 10,000 per year
- Company provided transport to and from work at subsidized rates
- Creche facility provided
- Complimentary Breakfast Lunch & Snacks where canteen available, else food allowance provided

***For associates under 35years, once in 2 years. Annual for others*

Aforementioned benefits are subject to change. Please refer ESS > Proview section for the latest policy documents