

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

Employee Number : 32699063

Department : RBEI/EMT

Level : 50

Ref. No.
HRL/N/01/20Date
30.12.2019

Dear Mr. Madhankumar Eswaramoorthy,

We are pleased to inform you that effective 1st January 2020 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	15,000	180,000	15,260	183,121
Buffet of Benefits	23,944	287,330	28,651	343,809
Statutory Deductions				
Provident Fund	1,800	21,600	1,831	21,975
Gratuity (As per Payment of Gratuity Act)	722	8,658	734	8,808
Total Fixed Pay	41,466	497,588	46,476	557,713

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.	-	47,415	-	52,693
Total Cost to Company (CTC)	41,466	545,003	46,476	610,406

NPS Optional (Company contribution) - Foregone		14,994		14,994
---	--	---------------	--	---------------

You will be paid a one-time lumpsum amount of Rs. 20000/- which will be paid to you in January payroll. This amount is not part of your annual CTC and is taxable.

Note: Following advancement of ASR to Jan 2020, additional 3 months of salary increment accrues due to non pro-rated increase.

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