

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

Employee Number : 32699063

Department : MS/EMT-XC

Level : 50

Ref. No.
HRL/P/07/21Date
30.12.2020

Dear Mr. Madhankumar Eswaramoorthy,

Congratulations!

We are pleased to inform you that effective 1st July 2021 you will be promoted to level 51 and your revised designation will be **Senior Software Engineer**. 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	19,762	237,143	20,118	241,416
Buffet of Benefits	28,548	342,570	29,062	348,742
Statutory Benefits				
Provident Fund	2,371	28,457	2,414	28,970
Gratuity (As per Payment of Gratuity Act)	951	11,407	968	11,612
Total Fixed Pay	51,632	619,577	52,562	630,740

Company Performance related Pay-CPPr				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	57,971	-	59,016
Total Cost to Company (CTC)	51,632	677,548	52,562	689,756
NPS Optional (Company contribution) - Foregone		16,500		19,500

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

Jacob Peter Kidangath
MS/BE1