



Date: 01-May-2017

Narendra Kumar Patidar
00022906013
Principal Software Engineer
Tesco Technology
Tesco Bengaluru

Performance Review

Dear Narendra Kumar Patidar,

This has reference to your **Annual** Performance Review. Your performance has been reviewed for the period ending **28-Feb-2017**.

Consequently, your performance has been rated **Missed**.

Your next review will be during **01-May-2018**.

All other terms and conditions of employment remain unchanged.

Best Wishes

For Tesco Bengaluru,

Kriti Sharma
Head - People

Ref No: 023405

Annexure

Compensation Break-up of:

Narendra Kumar Patidar,00022906013

Effective: 01-May-2017

Components	Previous Compensation (INR)		Revised Compensation w.e.f 01-May-2017 (INR)	
	Monthly	Yearly	Monthly	Yearly
Salary				
Basic Salary	36264	435167	39890	478684
House Rent Allowance	14506	174067	15956	191474
Conveyance Allowance	5000	60000	5000	60000
Medical Allowance	1250	15000	1250	15000
Leave Travel Allowance	9066	108792	9973	119671
Food Allowance	3000	36000	3000	36000
Special Allowance	30174	362089	34116	409398
Company Contribution to PF	4352	52220	4787	57442
Fixed Pay	103611	1243335	113972	1367669
Variable Pay	10361	124334	NA	NA
Total Pay	113972	1367669	NA	NA
Gratuity	1744	20932	1919	23025
Insurance Premium	1428	17141	1428	17141
Total CTC	117145	1405742	117320	1407835

Note:

1. All pay reviews are effected based on Fixed Pay. The amount included for Insurance premium is only indicative and subject to change during the year at the time of renewal.
2. Your revised **Annual Fixed Pay** is **Rs. 1367669/-**. The said amount includes employer's contribution to Provident Fund, as applicable.
3. **Provident Fund** - You will participate in the Provident Fund Scheme as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952". Company will contribute 12% of your Basic salary every month as per the provisions of the said act.
4. Additionally you are eligible for **Gratuity** and **Group Medical insurance/ Personal Accident/ Life Insurance covers** as applicable to your work level in line with Company policy guidelines.
5. **Employee State Insurance (ESI)** and **Statutory Bonus** as applicable in line with statutory provisions.
6. You are entitled to all the other benefits as per the company policy as applicable to your current work level effective 01-May-2017.

Ref No: 023405

Tesco Bengaluru Private Limited (CIN: U72200KA2003PTC032530)

Regd. Office: #81 & 82, EPIP Area, Whitefield, Bengaluru – 560066. Tel. : +91 -80- 66588000 Fax +91 -80-66664500

www.tescobengaluru.com