

Date: 01-May-2015

Narendra Kumar Patidar
00022906013
Principal Software Engineer
Tesco Technology
Tesco HSC, Bangalore.

Performance and Compensation Review

Dear Narendra Kumar Patidar,

This has reference to your **Annual** Performance Review. We are pleased to inform you that your performance has been reviewed for the period ending **28-Feb-2015**.

Consequently, your performance has been rated **Green** and compensation package has been revised effective **01-May-2015**. The details of your revised compensation are in the **annexure**.

This increment is based on Tesco HSC's market pricing principles and your performance.

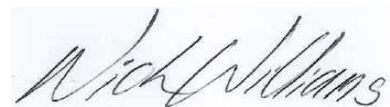
Tesco HSC's next compensation review will be effective **01-May-2016**.

All other terms and conditions of employment remain unchanged.

Thank you again for your initiative, commitment and hard work. We look forward to seeing you do your best and wish you a long and rewarding career at Tesco.

Best Wishes

For Tesco Hindustan Service Centre,



Nick Williams
HR Director

Ref No: 023405

Annexure

Compensation Break-up of:

Narendra Kumar Patidar,00022906013

Effective: 01-May-2015

Components	Previous Compensation (INR)		Revised Compensation w.e.f 01-May-2015 (INR)	
	Monthly	Yearly	Monthly	Yearly
Salary				
Basic Salary	30188	362250	33892	406698
House Rent Allowance(HRA)	12075	144900	13557	162679
Conveyance Allowance	800	9600	1600	19200
Medical Allowance	1250	15000	1250	15000
Leave Travel Allowance(LTA)	3773	45281	8473	101675
Special Allowance	34542	414499	33995	407939
Company Contribution to PF	3622	43470	4067	48804
Flexi Reimbursement (Sodexo)				
Total Fixed Pay	86250	1035000	96833	1161995
Variable Pay	9583	115000	9683	116199
Total Pay	95833	1150000	106516	1278194
Gratuity	1452	17424	1630	19562
Insurance Premium	1211	14537	1242	14898
Total CTC	98497	1181961	109388	1312654

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 Compensation is **Rs. 1161995** /- The said amount includes employer's contribution to Provident Fund, as applicable.
3. Variable Compensation is 10% of "**Fixed Pay**" for WL1. The actual amount you will receive will depend on your individual performance and can range between 0% - 135% of your variable compensation. It is paid subject to you being employed by the Company on the date of payout. The Company may, at any time and in its sole discretion, amend, suspend, vary and modify any term of the current Variable Compensation plan/mechanism.
4. Allowances such as Medical, LTA, HRA are paid as monthly salary components and are subject to taxation laws and regulations as applicable in India.
5. The amounts included for Gratuity and Insurance Premium are a notional representation.
6. You are entitled to all the other benefits as per the Company policy as applicable to your current work level effective **01-May-2015**.

Ref No: 023405

Tesco Hindustan Service Centre Private Limited (CIN: U72200KA2003PTC032530)

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

www.tescohsc.com