

Date: 01-May-2016

Narendra Kumar Patidar  
00022906013  
Principal Software Engineer  
Tesco Technology  
Tesco Bengaluru

**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 **29-Feb-2016**.

Consequently, your performance has been rated **Green** and compensation package has been revised effective **01-May-2016**. The details of your revised compensation are in the **annexure**.

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

Tesco Bengaluru's next compensation review will be effective **01-May-2017**.

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 Bengaluru,



Kriti Sharma  
Head - People

Ref No: 023405

## Annexure

### Compensation Break-up of:

**Narendra Kumar Patidar, 00022906013**

**Effective: 01-May-2016**

Components	Previous Compensation (INR)		Revised Compensation w.e.f 01-May-2016 (INR)	
	Monthly	Yearly	Monthly	Yearly
<b>Salary</b>				
Basic Salary	33892	406698	36264	435167
House Rent Allowance(HRA)	13557	162679	14506	174067
Conveyance Allowance	1600	19200	5000	60000
Medical Allowance	1250	15000	1250	15000
Leave Travel Allowance(LTA)	8473	101675	9066	108792
Food Allowance	0	0	3000	36000
Special Allowance	33995	407939	30174	362089
Company Contribution to PF	4067	48804	4352	52220
<b>Total Fixed Pay</b>	<b>96833</b>	<b>1161995</b>	<b>103611</b>	<b>1243335</b>
<b>Variable Pay</b>	<b>9683</b>	<b>116199</b>	<b>10361</b>	<b>124334</b>
<b>Total Pay</b>	<b>106516</b>	<b>1278194</b>	<b>113972</b>	<b>1367669</b>
Gratuity	1630	19562	1744	20932
Insurance Premium	1417	17007	1417	17007
<b>Total CTC</b>	<b>109564</b>	<b>1314763</b>	<b>117134</b>	<b>1405608</b>

**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. 1243335** /- 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, Food Allowance are paid as monthly salary components and are subject to taxation laws and regulations as applicable in India.
5. **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.
6. Additionally you are eligible for **Gratuity** and **Group Medical insurance/ Personal Accident/ Life Insurance covers** as applicable to your work level in line with statutory provisions/ Company policy guidelines.
7. You are entitled to all the other benefits as per the company policy as applicable to your current work level effective **01-May-2016**.

**Ref No: 023405**

**Tesco Bengaluru Private Limited (CIN: U72200KA2003PTC032530)**

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