

**Ms. Shilpa Narang****Private and Confidential**

Employee Number : 30275942
 Department : RBEI/BSW
 Level : 52

Ref. No.
HRL/N/04/14

Date
30.03.2014

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st April 2014 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	26,911	322,927	33,455	401,463
Buffet of Benefits	66,834	802,007	70,053	840,636
Statutory Deductions				
Provident Fund	3,229	38,751	4,015	48,176
Gratuity (As per Payment of Gratuity Act)	1,294	15,533	1,609	19,310
Total Fixed Pay	98,268	1,179,218	109,132	1,309,585
Variable Pay				
CPrP (Company Performance Related Pay) (Individual PRED Rating 3 and Company goal achievement EaV rating 1) Actual sum will vary depending on Rating	-	112,493	-	124,210
Total Cost to Company (CTC)	98,268	1,291,711	109,132	1,433,795

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 continued support to ensure success of the company.

Robert Bosch Engineering And Business Solutions Limited

Sathyanarayana TK
RBEI/HRL

Kiran Sundara Raman
RBEI/BSB