

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

Employee Number : 30275942

Department : M/PJ-CVV

Level : 54

Ref. No.  
HRL/N/01/20Date  
30.12.2019

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st January 2020 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
<b>Fixed Pay</b>				
Basic Pay	76,819	921,826	83,733	1,004,791
Buffet of Benefits	110,971	1,331,657	120,960	1,451,520
<b>Statutory Deductions</b>				
Provident Fund	9,218	110,619	10,048	120,575
Gratuity (As per Payment of Gratuity Act)	3,695	44,340	4,028	48,330
<b>Total Fixed Pay</b>	<b>200,703</b>	<b>2,408,442</b>	<b>218,769</b>	<b>2,625,216</b>

Company Performance related Pay-CPrP				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	225,348	-	245,631
<b>Total Cost to Company (CTC)</b>	<b>200,703</b>	<b>2,633,790</b>	<b>218,769</b>	<b>2,870,847</b>

<b>NPS Optional (Company contribution)</b>		<b>76,788</b>		<b>76,788</b>
--	--	---------------	--	---------------

Note: Following advancement of ASR to Jan 2020, additional 3 months of salary increment accrues due to non pro-rated increase.

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

Rajesh E S  
RBEI/BSB