

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

Employee Number : 30275942
 Department : RBEI/BSW
 Level : 53

Ref. No.
HRL/02/15

Date
17.02.2015

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st February 2015 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	39,957	479,483	39,957	479,483
Buffet of Benefits	67,451	809,413	67,451	809,414
Statutory Deductions				
Provident Fund	4,795	57,538	4,795	57,538
Gratuity (As per Payment of Gratuity Act)	1,922	23,063	1,922	23,063
Total Fixed Pay	114,125	1,369,497	114,125	1,369,498

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.	-	128,890	-	128,890

Total Cost to Company (CTC)	114,125	1,498,387	114,125	1,498,388
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NPS Optional (Company contribution)		0		39,941
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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 Private Limited

Sathyanarayana TK
RBEI/HRL

Kiran Sundar Raman
RBEI/BSB