

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

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

Ref. No.
HRL/P/10/14

Date
30.03.2014

Dear Ms. Shilpa Narang,

Congratulations!

We are pleased to inform you that effective 1st October 2014 you have been promoted to level 53 and your revised designation is **Project Manager**. 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	33,455	401,463	39,957	479,483
Buffet of Benefits	70,053	840,636	67,451	809,413
Statutory Benefits				
Provident Fund	4,015	48,176	4,795	57,538
Gratuity (As per Payment of Gratuity Act)	1,609	19,310	1,922	23,063
Total Fixed Pay	109,132	1,309,585	114,125	1,369,497

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	-	124,210	-	128,890
Total Cost to Company (CTC)	109,132	1,433,795	114,125	1,498,387

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