

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

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

Ref. No.  
HRL/N/04/16

Date  
30.03.2016

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st April 2016 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	47,149	565,791	52,807	633,687
Buffet of Benefits	79,592	955,109	89,144	1,069,724
<b>Statutory Deductions</b>				
Provident Fund	5,658	67,895	6,337	76,042
Gratuity (As per Payment of Gratuity Act)	2,268	27,215	2,540	30,480
<b>Total Fixed Pay</b>	<b>134,667</b>	<b>1,616,010</b>	<b>150,828</b>	<b>1,809,933</b>

<b>Company Performance related Pay-CPrP</b>				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	152,090	-	170,341

<b>Total Cost to Company (CTC)</b>	<b>134,667</b>	<b>1,768,100</b>	<b>150,828</b>	<b>1,980,274</b>
------------------------------------	----------------	------------------	----------------	------------------

<b>NPS Optional (Company contribution)</b>		<b>47,130</b>		<b>52,786</b>
--	--	---------------	--	---------------

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