

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

Employee Number : 30275942

Department : M/NET

Level : 54

Ref. No.
HRL/N/01/21Date
30.12.2020

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st January 2021 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	83,733	1,004,791	98,183	1,178,196
Buffet of Benefits	120,960	1,451,520	121,700	1,460,405
Statutory Deductions				
Provident Fund	10,048	120,575	11,782	141,384
Gratuity (As per Payment of Gratuity Act)	4,028	48,330	4,723	56,671
Total Fixed Pay	218,769	2,625,216	236,388	2,836,656

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.	-	245,631	-	263,860
Total Cost to Company (CTC)	218,769	2,870,847	236,388	3,100,516
NPS Optional (Company contribution)		76,788		85,800

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