

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

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

Ref. No.
HRL/N/04/15

Date
31.03.2015

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st April 2015 your compensation is revised as per details below:

Components	Current Salary		Revised Salary	
Fixed Pay	Per Month INR	Per Annum INR	Per Month INR	Per Annum INR
Basic Pay	39,957	479,483	47,149	565,791
Buffet of Benefits	67,451	809,414	79,592	955,109
Statutory Deductions				
Provident Fund	4,795	57,538	5,658	67,895
Gratuity (As per Payment of Gratuity Act)	1,922	23,063	2,268	27,215
Total Fixed Pay	114,125	1,369,498	134,667	1,616,010

Variable Pay				
CPPr (Company Performance Related Pay) (Individual PRED Rating 3 and Company goal achievement EaV rating 1) Actual sum will vary depending on Rating	-	128,890	-	152,090

Total Cost to Company (CTC)	114,125	1,498,388	134,667	1,768,100
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NPS Optional (Company contribution) - Foregone		39,941		47,130
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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 Limited

Sathyanarayana TK
RBEI/HRL

Kiran Sundar Raman
RBEI/BSB