

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

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

Ref. No.
HRL/N/04/13

Date
30.03.2013

Dear Ms. Shilpa Narang,

We are pleased to inform you that effective 1st April 2013 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	24,464	293,568	26,911	322,927
Buffet of Benefits	60,758	729,096	66,834	802,007
Retirement Benefits				
Provident Fund	2,936	35,232	3,229	38,751
Gratuity (As per Payment of Gratuity Act)	1,177	14,124	1,294	15,533
Total Fixed Pay	89,335	1,072,020	98,268	1,179,218
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	-	102,270	-	112,493
Total Cost to Company (CTC)	89,335	1,174,290	98,268	1,291,711

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