

Date: 01-May-2015

Alok Kumar Singh
00022905901
Senior Software Engineer
Tesco Technology
Tesco HSC, Bangalore.

Performance and Compensation Review

Dear Alok Kumar Singh,

This has reference to your **Annual** Performance Review. We are pleased to inform you that your performance has been reviewed for the period ending **28-Feb-2015**.

Consequently, your performance has been rated **Blue** and compensation package has been revised effective **01-May-2015**. The details of your revised compensation are in the **annexure**.

This increment is based on Tesco HSC's market pricing principles and your performance.

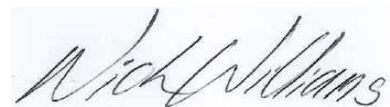
Tesco HSC's next compensation review will be effective **01-May-2016**.

All other terms and conditions of employment remain unchanged.

Thank you again for your initiative, commitment and hard work. We look forward to seeing you do your best and wish you a long and rewarding career at Tesco.

Best Wishes

For Tesco Hindustan Service Centre,



Nick Williams
HR Director

Ref No: 023320

Annexure

Compensation Break-up of:
Alok Kumar Singh,00022905901
Effective: 01-May-2015

Components	Previous Compensation (INR)		Revised Compensation w.e.f 01-May-2015 (INR)	
	Monthly	Yearly	Monthly	Yearly
Salary				
Basic Salary	22312	267750	25548	306574
House Rent Allowance(HRA)	8925	107100	10219	122630
Conveyance Allowance	800	9600	1600	19200
Medical Allowance	1250	15000	1250	15000
Leave Travel Allowance(LTA)	2789	33469	6387	76643
Special Allowance	24996	299951	24924	299090
Company Contribution to PF	2678	32130	3066	36789
Flexi Reimbursement (Sodexo)				
Total Fixed Pay	63750	765000	72994	875926
Variable Pay	7083	85000	7299	87593
Total Pay	70833	850000	80293	963519
Gratuity	1073	12879	1229	14746
Insurance Premium	1211	14537	1242	14898
Total CTC	73118	877416	82764	993163

Note:

1. All pay reviews are effected based on Fixed Pay. The amount included for Insurance premium is only indicative and subject to change during the year at the time of renewal.
2. Your revised Annual Fixed Compensation is **Rs. 875926** /- The said amount includes employer's contribution to Provident Fund, as applicable.
3. Variable Compensation is 10% of "**Fixed Pay**" for WL1. The actual amount you will receive will depend on your individual performance and can range between 0% - 135% of your variable compensation. It is paid subject to you being employed by the Company on the date of payout. The Company may, at any time and in its sole discretion, amend, suspend, vary and modify any term of the current Variable Compensation plan/mechanism.
4. Allowances such as Medical, LTA, HRA are paid as monthly salary components and are subject to taxation laws and regulations as applicable in India.
5. The amounts included for Gratuity and Insurance Premium are a notional representation.
6. You are entitled to all the other benefits as per the Company policy as applicable to your current work level effective **01-May-2015**.

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