

Dear Avil Avate,

This mail is with regards to the Performance Management System (PMS) variable pay out for the period **April 2014 – September 2014**.

We are pleased to inform you that post completion of the PMS Process (Self Rating, Manager Rating & Normalization Process – you can check these ratings being captured in HRIS) we have arrived at the following and accordingly the variable pay will be computed and paid along with December month salary.

Emp ID	Employee Name	Total VC Payout based on Individual and Company Performance (in INR)
B0355	Avil Avate	27609

The total VC payout mentioned is subject to applicability of taxes.

For any queries you may please get in touch with your reporting manager or HR.

Thanks & Regards
CTE-HR Group