

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