

Date: 01-May-2017

Akshay Rajkumar Jaiswal
00022908813
Software Engineer
Tesco Technology
Tesco Bengaluru

Performance and Compensation Review

Dear Akshay Rajkumar Jaiswal,

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-2017**.

Consequently, your performance has been rated **Met** and compensation package has been revised effective **01-May-2017**. The details of your revised compensation are in the **annexure**.

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

Tesco Bengaluru's next compensation review will be effective **01-May-2018**.

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 Bengaluru,



Kriti Sharma
Head - People

Ref No: 025546

Annexure

Compensation Break-up of:

Akshay Rajkumar Jaiswal,00022908813

Effective: 01-May-2017

Components	Previous Compensation (INR)		Revised Compensation w.e.f 01-May-2017 (INR)	
	Monthly	Yearly	Monthly	Yearly
Salary				
Basic Salary	13809	165709	16557	198686
House Rent Allowance	5524	66284	6623	79474
Conveyance Allowance	5000	60000	5000	60000
Medical Allowance	1250	15000	1250	15000
Leave Travel Allowance	3452	41427	4139	49672
Food Allowance	3000	36000	3000	36000
Special Allowance	4220	50635	7350	88199
Company Contribution to PF	1800	21600	1987	23842
Statutory Bonus	1400	16800	1400	16800
Fixed Pay	39455	473455	47306	567673
Variable Pay	3946	47346	NA	NA
Total Pay	43400	520801	NA	NA
Gratuity	664	7971	796	9557
Insurance Premium	1428	17141	1428	17141
Total CTC	45493	545913	49531	594371

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 Pay** is **Rs. 567673/-** The said amount includes employer's contribution to Provident Fund, as applicable.
3. **Provident Fund** - You will participate in the Provident Fund Scheme as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952". Company will contribute 12% of your Basic salary every month as per the provisions of the said act.
4. Additionally you are eligible for **Gratuity** and **Group Medical insurance/ Personal Accident/ Life Insurance covers** as applicable to your work level in line with Company policy guidelines.
5. **Employee State Insurance (ESI)** and **Statutory Bonus** as applicable in line with statutory provisions.
6. You are entitled to all the other benefits as per the company policy as applicable to your current work level effective 01-May-2017.

Ref No: 025546

Tesco Bengaluru Private Limited (CIN: U72200KA2003PTC032530)

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