

**Mr. Nagarjuna Badigunchala***\*Private and Confidential\**

Employee Number : 31026345

Department : RBEI/EAP

Level : 51

Ref. No.  
HRL/N/04/16Date  
30.03.2016

Dear Mr. Nagarjuna Badigunchala,

We are pleased to inform you that effective 1st April 2016 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
<b>Fixed Pay</b>				
Basic Pay	13,200	158,399	18,428	221,130
Buffet of Benefits	24,783	297,395	34,598	415,172
<b>Statutory Deductions</b>				
Provident Fund	1,584	19,008	2,211	26,536
Gratuity (As per Payment of Gratuity Act)	635	7,619	886	10,636
<b>Total Fixed Pay</b>	<b>40,202</b>	<b>482,421</b>	<b>56,123</b>	<b>673,474</b>

Company Performance related Pay-CPrP				
Sum applicable for Company Performance at 1.0 is shown. Actual sum will vary depending on overall achievement of Company Goals.	-	45,579	-	63,630
<b>Total Cost to Company (CTC)</b>	<b>40,202</b>	<b>528,000</b>	<b>56,123</b>	<b>737,104</b>
<b>NPS Optional (Company contribution)</b>		<b>13,195</b>		<b>18,420</b>

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 continuous support to ensure success of the company.

**Robert Bosch Engineering and Business Solutions Private Limited**

Sathyanarayana TK  
RBEI/HRL

Christian Koitzsch  
RBEI/NE-ES