

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

Employee Number : 31026345

Department : RBEI/EAP

Level : 51

Ref. No.
HRL/N/04/15Date
31.03.2015

Dear Mr. Nagarjuna Badigunchala,

We are pleased to inform you that effective 1st April 2015 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
Fixed Pay				
Basic Pay	11,200	134,399	13,200	158,399
Buffet of Benefits	23,452	281,423	24,783	297,395
Statutory Deductions				
Provident Fund	1,344	16,128	1,584	19,008
Gratuity (As per Payment of Gratuity Act)	539	6,465	635	7,619
Total Fixed Pay	36,535	438,415	40,202	482,421

Variable Pay				
CPPr (Company Performance Related Pay) (Individual PRED Rating 3 and Company goal achievement EaV rating 1) Actual sum will vary depending on Rating	-	41,582	-	45,579

Total Cost to Company (CTC)	36,535	479,997	40,202	528,000
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NPS Optional (Company contribution)		11,196		13,195
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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 continued support to ensure success of the company.

Robert Bosch Engineering And Business Solutions Limited

Sathyanarayana TK
RBEI/HRL

Martin Holzmann
RBEI/EAE