

**PERSONAL & CONFIDENTIAL**

**HR/VPP/Q3-FY2019**

February 22, 2019

**Name : Rajesh Kumar**

**Emp No : 2359348**

**Dear Rajesh,**

The VPP funding percentage for Q3 FY19 is 85 % which amounts to **INR 15314**. This will be credited as variable pay on February 2019 Payroll. The amount mentioned here (Gross) will be subject to taxes as applicable.

This is an indicator of the Company's commitment to encourage and create an outcome driven culture.

This bonus payout is personal to you and you are requested to maintain confidentiality of this payment in the true spirit of the plan.

**Best Wishes,**

**Global Compensation & Benefits**

**Note:** This is a system generated document and will not have signature.