



**Private & Confidential**

June 29, 2017

Employee ID 8437

Dear Mr. Srikant Bhattacharjee,

**Compensation Review Year 2017 - 18**

I would like to thank you for your contribution in FY 17 that culminated in the completion of another year at Tata Technologies. This has been a challenging year for all of us and our accomplishments were made in a macroeconomic environment that included many shifts and diversions.

With FY17 behind us, it's time to shift our focus to FY18, which is likely to be a breakout year for Tata Technologies. As announced earlier by our Managing Director, as an affiliate of Warburg Pincus, a leading global private equity firm focused on growth investing, has committed to invest around US\$360 million for approximately 43% equity stake in our company. This commitment to the investment is a testimony to the progress that we have made to date and, more importantly, our potential moving forward.

I would also like to inform you that basis performance for FY17 and as per policy, we are extending the individual performance pay based on your performance and appraisal rating.

Additionally, I am pleased to share with you that effective July 01, 2017, your compensation is revised as per attached annexure basis your performance assessment. I would like to remind you that this revision in your compensation specified in the attached document supersedes any previous communications. As with any company confidential data, all information relating to your compensation is to be treated with utmost confidentiality.

Our success at Tata Technologies depends upon the efforts of each and every individual. Please accept my wholehearted thanks for the contributions that you have made individually and collectively in the previous FY.

As these are critical years in the growth and evolution of Tata Technologies, your unwavering contributions will be critical to our future success. Let's usher together towards FY 18 and make sure that it is our best year in the history of Tata Technologies.

We look forward to your continued focus at delivering value to our customers and wish you all the best for a rewarding career ahead with Tata Technologies.

Yours Sincerely.

**Anupal Banerjee**  
**Chief Human Resource Officer**

Encl: As above

**TATA TECHNOLOGIES**

**Tata Technologies Limited**

**Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057**

**Tel +91 20 6652 9090 Fax + 91 20 6652 9035 web [www.tatatechnologies.com](http://www.tatatechnologies.com)**



Private & Confidential

Annexure I

Mr. Srikant Bhattacharjee

Employee ID 8437

Grade: L2

FY17 Performance Rating: " Solid Performer"

**COMPENSATION STRUCTURE**

*Amounts in INR*

COMPONENTS	Monthly	Annual
Consolidated Salary (Basic Salary)	20,740.00	248,880.00
House Rent Allowance (HRA)	8,296.00	99,552.00
Conveyance Allowance	1,600.00	19,200.00
Bonus **	2,500.00	30,000.00
<b>Flexible Benefits Plan (Refer Annexure II) *</b>	17,167.00	205,996.00
<b>Retirals</b>		
Provident Fund Contribution (Employer)	2,489.00	29,870.00
Gratuity	998.00	11,975.00
Superannuation Allowance/Pension Scheme	3,111.00	37,330.00
<b>Total Fixed Compensation</b>	<b>56,901.00</b>	<b>682,804.00</b>
Performance Pay		68,280.00
<b>Cost to Company (CTC)</b>		<b>751,084.00</b>
Insurance Premium Paid by Company :		
Group Medical Insurance		12,050.00
Group Personal Accident & Group Term Life		521.00
<b>Total Cost to Company (TCTC)</b>		<b>763,655.00</b>

**TATA TECHNOLOGIES**

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

Tel +91 20 6652 9090 Fax + 91 20 6652 9035 web [www.tatatechnologies.com](http://www.tatatechnologies.com)



**Private & Confidential**

Annexure II

**\* Flexible Benefits Plan (FBP) :**

"**Flexible Benefits Plan**" will enable you to structure your compensation to your benefit.

FBP will cover following components:

- Leave Travel Assistance
- Medical Reimbursement
- Children Education Allowance
- Children Hostel Allowance
- Telephone Bills Reimbursement
- Mobile Handset Reimbursement
- National Pension Scheme (NPS)
- Group Term Life Insurance (Top-up)
- Special Allowance (Unallocated FBP amount)
- Company Car Lease
  - Fuel and Maintenance Reimbursement
  - Car Insurance Reimbursement

The FBP policy is uploaded on the HR intranet portal.

**\*\* Statutory Bonus**

**TATA TECHNOLOGIES**

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

Tel +91 20 6652 9090 Fax + 91 20 6652 9035 web [www.tatatechnologies.com](http://www.tatatechnologies.com)