



June 25, 2022

Srikant Bhattacharjee  
Emp ID 00008437

Dear Srikant Bhattacharjee,

At Tata Technologies, our Performance Pay structure has been designed to encourage and reward high performance.

We appreciate the contribution made by you towards achieving the company's goals for FY 2021-22.

Your performance rating and performance pay for FY 2021-22 is Meets Expectation(ME) and INR 46,147.00 respectively. Please refer the table below for further details:

PERFORMANCE PAY CALCULATION FY 2021-22				
S.No	Description	Period - I	Period - II	Total
A	Period	01.Apr.2021 to 30.June.2021	01.Jul.2021 to 31.Mar.2022	
B	No. of Days in each period	91.00	274.00	-
C	Performance Pay (Per Annum)	76,129.00	78,032.00	-
D	Proportionate PP for the Period $[(C \times B/365)]$	18,980.11	58,577.45	77,557.56
E	Eligible Pay Days = $[B - (\text{Leave Without Pay/ F. Roll/ F. Assignment/ NRI Period})]$	91.00	274.00	365.00
F	Grade	L2	L2	-
G	Individual Rating - ME (%)	85.00	85.00	
H	Individual Performance Pay Component			
	H1 Ratio as per grade ( % )	70.00	70.00	-
	H2 Eligible Amount $[(D \times H1)]$	13,286.08	41,004.22	-
	H3 Earned $[(H2 \times G) \times E/B]$	11,293.17	34,853.59	46,146.76
I	Performance Pay Payable			46,147.00

Should you require any further clarifications, please reach out to your reporting manager or HR business partner. All details in this letter are confidential and are not meant to be shared or disclosed.

Wishing you the very best for the year ahead.

Regards

Human Resources

This is a system generated letter and does not require a signature

**TATA TECHNOLOGIES**

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