



Sep 29, 2020

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 2019-20.

Your performance rating and performance pay for FY 2019-20 is Meets Expectation(ME) and INR 12,990.00 respectively. Please refer the table below for further details:

PERFORMANCE PAY CALCULATION FY 2019-20				
S.No	Description	Period - I	Period - II	Total
A	Period	01.Apr.2019 to 30.Sep.2019	01.Oct.2019 to 31.Mar.2020	
B	No. of Days in each period	183.00	183.00	-
C	Performance Pay (Per Annum)	72,330.00	76,129.00	-
D	Proportionate PP for the Period $[(C \times B/366)]$	36,165.00	38,064.50	74,229.50
E	Eligible Pay Days = $[B - (\text{Leave Without Pay/ F. Roll/ F. Assignment/ NRI Period})]$	183.00	183.00	366.00
F	Grade	L2	L2	-
G	Individual Rating - ME (%)	25.00	25.00	
H	<b>Individual Performance Pay Component</b>			
	H1 Ratio as per grade ( % )	70.00	70.00	-
	H2 Eligible Amount $[(D \times H1)]$	25,315.50	26,645.15	-
	H3 Earned $[(H2 \times G) \times E/B]$	6,328.88	6,661.29	12,990.17
I	<b>Company Performance Pay Component</b>			
	I1 Ratio as per grade ( % )	30.00	30.00	-
	I2 Eligible Amount $[(D \times I1)]$	10,849.50	11,419.35	-
	I3 Company Performance declared( % )	0.00	0.00	-
	I4 Earned $[(I2 \times I3) \times E / B]$	0.00	0.00	0.00
	I5 Total Quarterly CP paid in FY20			0.00
	I6 Balance Amount to Pay $[I4 - I5]$			0.00
J	<b>Performance Pay Payable</b>			<b>12,990.00</b>

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**

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)