



Private & Confidential

August 02, 2019

Srikant Bhattacharjee
8437

Dear Srikant Bhattacharjee,

Your Annual Compensation effective 1st October 2019 is INR 852,129.00

For details on your compensation, kindly refer the annexure as below.

Your compensation details are strictly confidential and must not be disclosed or shared. Should you require any clarifications, please contact your reporting manager or HR business partner.

We look forward to your continued engagement and commitment to perform with passion in the years to come and a fulfilling career with Tata Technologies.

Wishing you the very best for the year ahead.

Regards

Human Resources

TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

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Annexure I

Srikant Bhattacharjee

8437

L2

Performance Rating: B2

COMPENSATION STRUCTURE

Amounts in INR

COMPONENTS	Monthly	Annual
Consolidated Salary (Basic Salary)	23,124.00	277,488.00
House Rent Allowance (HRA)	9,250.00	111,000.00
Bonus	2,500.00	30,000.00
Flexible Benefits Plan *	21,211.00	254,532.00
Retirals		
Provident Fund Contribution (Employer)	2,775.00	33,300.00
Gratuity	1,112.00	13,344.00
Superannuation Allowance/Pension Scheme	3,469.00	41,628.00
Total Fixed Compensation	63,441.00	761,292.00
Performance Pay		76,129.00
Cost to Company (CTC)		837,421.00
Insurance Premium Paid by Company		14,709.00
Total Cost to Company (TCTC)		852,129.00

* Flexible Benefits Plan (FBP): For further details kindly refer the FBP policy uploaded on HR intranet.

Total Cost to Company (TCTC): The overall premium towards Group Mediclaim, Group Term Life and Group Personal Accident insurance is in addition to the Cost to Company.

This is system generated letter and does not require a signature

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