



June 25, 2019

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 2018-19.

Your performance rating and performance pay for FY 2018-19 is B2 and INR 43,836.00 respectively. Please refer the table below for further details:

PERFORMANCE PAY CALCULATION FY 2018-19				
S.No	Description	Period - I	Period - II	Total
A	Period	01.04.2018 to 30.06.2018	01.07.2018 to 31.03.2019	
B	No. of Days in each period	91.00	274.00	-
C	Performance Pay (Per Annum)	68,280.00	72,330.00	-
D	Proportionate PP for the Period $[(C \times B/365)]$	17,023.23	54,297.04	71,320.27
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 B2 (%)	60.00	60.00	
H	Individual Performance Pay Component			
	H1 Ratio as per grade (%)	50.00	50.00	-
	H2 Eligible Amount $[(D \times H1)]$	8,511.62	27,148.52	-
	H3 Earned $[(H2 \times G) \times E/B]$	5,106.97	16,289.11	21,396.08
I	Company Performance Pay Component			
	I1 Ratio as per grade (%)	50.00	50.00	-
	I2 Eligible Amount $[(D \times I1)]$	8,511.62	27,148.52	-
	I3 Company Performance declared(%)	100.00	100.00	-
	I4 Earned $[(I2 \times I3) \times E / B]$	8,511.62	27,148.52	35,660.14
	I5 Half yearly CP paid in Oct '18			13,220.38
	I6 Balance Amount to Pay $[I4 - I5]$			22,439.76
J	Performance Pay Payable			43,836.00

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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