



**Private & Confidential**

June 12, 2015

Mr. Srikant Bhattacharjee  
Employee ID 8437

Dear Mr. Srikant Bhattacharjee,

### **Compensation Review**

#### **Congratulations and Thanks for Your Contribution!**

As the title above says, one of the objectives of this letter is to say Thank You for all of the contributions you made in 2014-15 that culminated in another successful year for Tata Technologies. The work produced, the achievements made and the support of our customer base was superb. These accomplishments were made in a challenging environment that included many potential pitfalls and diversions. I am very proud of the sacrifices, hard work, focus and dedication that all of our teams displayed over the past 12 months to achieve our targets.

Because we were successful at attaining our objectives in 2014-15, I am very happy to share with you that our Board of Directors and Compensation Committee have approved the company portion of performance pay at 100% for eligible employees. The Board joins me in congratulating and thanking you for your efforts. The actual amount of your annual performance pay is based upon a combination of your performance and appraisal rating and the company performance level.

Effective 01 July 2015, your compensation is revised as per annexure attached based on your performance and appraisal rating.

As always, I would like to remind you that this revision in your compensation is specified in the attached document and supersedes any previous communications. Lastly, as with any company confidential data, all information relating to your compensation is to be treated with utmost confidentiality.

I am proud of what we have accomplished in the past 12 months, the positive impact we make on our customers' businesses and the camaraderie and emphasis on success of our Tata Technologies team. 2015-16 will be another challenging year for us but I am certain that with our past achievements and our terrific team, we will be able to celebrate another successful year in 12 months' time!

Thank you again.

**Warren Harris**  
**Chief Executive Officer & Managing Director**

Encl: As above

**TATA TECHNOLOGIES**

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Annexure I

Mr. Srikant Bhattacharjee  
Employee ID 8437

Amount in Rs.

COMPENSATION DETAILS	Performance Rating		B1	
	Current		Revised	
Grade	L1.2		L1.2	
	Monthly	Annualized	Monthly	Annualized
Consolidated Salary (Basic Salary)	17115	205380	18375	220500
House Rent Allowance	8558	102695	9188	110255
Performance Allowance	7950	95400	10400	124800
Conveyance Allowance	800	9600	800	9600
Leave Travel Assistance	2139	25670	2297	27565
Medical Reimbursement	1250	15000	1250	15000
<b>Retirals</b>				
Provident Fund Contribution	2054	24650	2205	26460
Gratuity	823	9875	884	10610
Superannuation Allowance / Pension	2568	30805	2756	33070
<b>Total</b>		519075		577860
<b>ANNUAL GROSS</b>		519075		577860

W.H.

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