



Oct 31 , 2018

Srikant Bhattacharjee  
Emp ID 00008437

**Re: Half Yearly Pay-out of Company portion of Performance Pay**

Dear Srikant Bhattacharjee,

We are pleased to inform you that as per Performance Pay policy, half yearly pay-out of company portion of performance pay for the period 1-April-2018 to 30-September-2018 has been declared. The same will be processed and paid through October 2018 payroll. You will receive interim pay-out of Rs. 13,220.00 as detailed below.

<b>PERFORMANCE PAY CALCULATION 2018-19</b>				
<b>S.No</b>	<b>Description</b>	<b>Period - I</b>	<b>Period - II</b>	<b>Total</b>
A	Period	01.04.2018 to 30.06.2018	01.07.2018 to 30.09.2018	
B	No. of Days in each period	91.00	92.00	
C	Performance Pay (Per Annum )	68,280.00	72,330.00	
D	Proportionate PP for the Period [= (C x B/365)]	17,023.23	18,231.12	35,254.35
E	Paid Days ( days in period less LWP / F.Roll / F. Assignment/ NRI Period )	91.00	92.00	183.00
F	Grade	L2	L2	
G	<b>Individual Performance Component</b>			
Individual performance pay component is paid annually based on completion of performance review process and individual performance ratings as per policy				
H	<b>Company Performance Component</b>			
	Ha Ratio as per Grade ( % )	50.00	50.00	
	Hb Eligible [= ( D x Ha )]	8,511.62	9,115.56	
	Hc Company Performance payout ( % )	75.00	75.00	
	<b>CP Earned ( Hb x Hc ) x ( E / B )</b>	6,383.72	6,836.67	13,220.00
I	H1 Performance Pay Payable			<b>13,220.00</b>

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

We thank you for your contribution and look forward to your continued engagement and commitment to perform with passion in the years to come.

Wishing you the very best for the year ahead!

For Tata Technologies

Anupal Banerjee  
Chief Human Resource Officer

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