



June 18, 2018

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 2017-18.

Your performance rating and performance pay for FY 2017-18 is B2 and INR 15,377.00 respectively. Please refer the table below for further details:

PERFORMANCE PAY CALCULATION FY 2017-18				
S.No	Description	Period - I	Period - II	Total
A	Period	01.04.2017 to 30.06.2017	01.07.2017 to 31.03.2018	
B	No. of Days in each period	91.00	274.00	-
C	Performance Pay (Per Annum)	0.00	68,280.00	-
D	Proportionate PP for the Period $[(C \times B/365)]$	0.00	51,256.77	51,256.77
E	Eligible Pay Days = $[B - (\text{Leave Without Pay/ F. Roll/ F. Assignment/ NRI Period})]$	91.00	274.00	365.00
F	Grade	L1.2	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 $[(D \times H1)]$	0.00	25,628.39	-
	H3 Earned $[(H2 \times G) \times E/B]$	0.00	15,377.03	15,377.03
I	Performance Pay Payable			15,377.00

Considering the overall company performance, results achieved in the last financial year and the design of our performance pay policy, only individual portion of performance pay is being disbursed for FY 2017-18.

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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