



Private & Confidential

June 26, 2013

Mr. Srikant Bhattacharjee
Employee ID 8437

Dear Mr. Srikant Bhattacharjee,

Compensation Review

Congratulations!

I am pleased to confirm to you that Tata Technologies had yet another year of exemplary performance and that the Compensation Committee of the board of directors approved the Company portion of performance pay at 100%.

It is heartening to see the excellent work that you and your team members do every day to help our customers realize their goals. This work aligns with our ambitious growth plans and One-to-Win goals. We take this opportunity to recognise the invaluable contributions made by you and your colleagues to this success. As we surge ahead, the industry and environment continues to pose difficult challenges. Customers are rapidly becoming more demanding and competitors are persistent with innovative solutions and services. We need to pull out all stops to address these threats effectively to achieve our goals. You and your colleagues can ensure we succeed by focusing on delighting your customers, continuously learning & perfecting your skills and by helping each other.

As a part of sharing the benefits of our success with you and based on your performance, we are pleased to revise your compensation as per the annexure attached with effect from 01 July 2013.

I look forward to your continued contributions toward the growth and success of our company and wish you all the very best for a rewarding career ahead.

Yours Sincerely,

Patrick McGoldrick
Managing Director

Encl: As above

TATA TECHNOLOGIES

Tata Technologies Limited

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411057

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Annexure I

Mr. Srikant Bhattacharjee
Employee ID 8437

Amount in Rs.

COMPENSATION DETAILS	Performance Rating		B1	
	Current		Revised	
Grade	L1.1		L1.1	
	Monthly	Annualized	Monthly	Annualized
Consolidated Salary (Basic Salary)	15140	181680	16100	193200
House Rent Allowance	7570	90840	8050	96600
Performance Allowance	1220	14640	4460	53520
Conveyance Allowance	800	9600	800	9600
Leave Travel Assistance	1893	22715	2013	24155
Medical Reimbursement	1250	15000	1250	15000
Retirals				
Provident Fund Contribution	1817	21805	1932	23185
Gratuity	728	8735	774	9290
Total		365015		424550
Performance Pay *		18250		
ANNUAL GROSS		383265		424550

* Effective 01-July-2013 for grades L1.1 and L1.2, Performance Pay, which currently is an annual component of the compensation, while being discontinued, will be added to the monthly Performance allowance component.

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