



**Jul 27, 2018**

**Srikant Bhattacharjee**  
**8437**

Dear Srikant,

Your Annual Compensation effective 1<sup>st</sup> July 2018 is **INR 810,740**.

For details on your revised compensation, kindly refer the annexure as below.

Your compensation details are strictly confidential and must not be disclosed or shared. Should you require any clarifications, please contact your reporting manager/ HR business partner.

We look forward to your continued engagement and commitment to perform with passion in the years to come and a fulfilling career with Tata Technologies.

Wishing you the very best for the year ahead!

For Tata Technologies

A handwritten signature in blue ink, appearing to be 'Anupal Banerjee', written over a horizontal line.

Anupal Banerjee  
Chief Human Resources Officer

**TATA TECHNOLOGIES**

**Tata Technologies Limited**

Registered Office 25 Rajiv Gandhi Infotech Park Hinjewadi Pune 411 057 India  
Tel +91 20 6652 9090 Fax + 91 20 6652 9035  
CIN No U72200PN1994PLC013313



**Private & Confidential**

**Annexure**

**Srikant Bhattacharjee**

**8437**

**L2**

**Performance Rating: B2**

**COMPENSATION STRUCTURE**

<b>Components</b>	<b>Monthly (INR)</b>	<b>Annual (INR)</b>
Consolidated Salary (Basic)	21,971	263,650
House Rent Allowance (HRA)	8,788	105,460
Bonus	2,500	30,000
<b>Flexible Benefits Plan *</b>	20,028	240,340
<b>Retirals</b>		
Provident Fund Contribution (Employer)	2,637	31,640
Gratuity	1,057	12,680
Superannuation Allowance/ Pension Scheme	3,296	39,550
<b>Total Fixed Compensation</b>	60,277	723,320
Performance Pay		72,330
<b>Cost to Company (CTC)</b>		795,650
Insurance premium paid by company		15,090
<b>Total Cost to Company (TCTC)</b>		<b>810,740</b>

**\* Flexible Benefits Plan (FBP):** For further details kindly refer the FBP policy uploaded on HR intranet.

**Total Cost to Company (TCTC):** The overall premium towards Group Mediclaim, Group Term Life and Group Personal Accident insurance is in addition to the Cost to Company.

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