



Jun 26 , 2013

Srikant Bhattacharjee
Emp ID 00008437

Dear Srikant Bhattacharjee,

On behalf of the Management team, we are pleased to inform you that the Compensation Committee of the board of directors has declared the company Performance for the financial year 2012-13 at 100%.

You will receive Performance Pay of Rs. 16337.00 thus reflecting last year's Company performance along with your individual performance through Jun 2013 salary as detailed below.

PERFORMANCE PAY CALCULATION 2012-13				
S.No	Description	Period - I	Period - II	Total
A	Period	01.04.2012 to 30.06.2012	01.07.2012 to 31.03.2013	
B	No. of Days in each period	91.00	274.00	-
C	Performance Pay (Per Annum)	17,860.00	18,250.00	-
D	Proportionate PP for the Period [= (C x B/365)]	4,452.77	13,700.00	18,152.77
E	Paid Days (days in period less LWP / F.Roll / F. Assignment/ NRI Period)	91.00	274.00	365.00
F	Grade	L1.1	L1.1	-
J	Individual Rating (%)	90.00	90.00	
G	Individual Performance Component as per PP Scheme			
	G1 Ratio as per grade (%)	60.00	60.00	-
	G2 Eligible [= (D x G1)]	2,671.66	8,220.00	-
	G3 Earned [= (G2 x J) x E / B]	2,404.49	7,398.00	9,802.49
H	Company Performance Component based on Individual Rating as per PP Scheme			
	H1 Ratio as per Grade (%)	40.00	40.00	-
	H2 Eligible [= (D x H1)]	1,781.11	5,480.00	-
	H3 Company Performance declared (%)	100.00	100.00	-
	H4 Earned [= (H2 x H3 x J) x E / B]	1,603.00	4,932.00	6,535.00
I	Total Performance Pay Earned	4,007.49	12,330.00	16,337.00

Note:

Ratio of Performance Pay to CTC		Individual Performance Component	Co. Performance Component
5% - L1.1 & L1.2	10% - L2, L2.1 & L2.2	60% - Grade L1.1 to L3.2	40% - Grade L1.1 to L3.2
15% - L3, L3.1 & L3.2	20% - L4, L4.1 & L4.2	40% - Grade L4 & Above	60% - Grade L4 & Above
30% - L5, L5.1	40% - L5.2		

Best Regards

P K Gopakumar
Head - Compensation & Benefits

Samrat Gupta
Authorized Signatory

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