



Private & Confidential

June 26, 2014

Mr. Srikant Bhattacharjee
Employee ID 8437

Dear Mr. Srikant Bhattacharjee,

Compensation Review

Congratulations and Thanks for Your Contribution.

I am pleased to inform to you that Tata Technologies had yet another year of good performance and that the Compensation Committee of the board of directors approved the Company portion of performance pay at 100% for eligible employees and based on their individual performance ratings.

In Financial Year 2013-14, for the first time we have introduced "H1 Performance Dialogue". We take this opportunity to recognise the invaluable contributions made by you and your colleagues. As we surge ahead, the industry and environment continues to pose difficult challenges. Customers are facing greater challenges and are looking to us for solutions. Competitors are persistent with innovative solutions and services. We need to pull out all stops to address these challenges effectively. 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 2014.

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

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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		L1.2	
	Monthly	Annualized	Monthly	Annualized
Consolidated Salary (Basic Salary)	16100	193200	17115	205380
House Rent Allowance	8050	96600	8558	102695
Performance Allowance	4460	53520	7950	95400
Conveyance Allowance	800	9600	800	9600
Leave Travel Assistance	2013	24155	2139	25670
Medical Reimbursement	1250	15000	1250	15000
Retirals				
Provident Fund Contribution	1932	23185	2054	24650
Gratuity	774	9290	823	9875
Total		424550		488270
ANNUAL GROSS		424550		488270

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