



Mercedes-Benz

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Mercedes-Benz
Research and Development
India Private Limited
A Daimler Company

April 01, 2017

Mr. Vishnu Vasan
RD I/CEP

Dear Vishnu,

We are pleased to inform you that your salary has been revised with effect from April 01, 2017.

Please find below the details of your revised salary:

Sl. No.	Particulars	Monthly Salary [INR]	Annual Salary [INR]
A	MONTHLY COMPONENT		
	Basic Salary	38,240.92	458,891.05
	House Rent Allowance	15,296.37	183,556.42
	Basket of Allowances(details below)**	8,700.00	104,400.00
	Conveyance Allowance	1,600.00	19,200.00
	Monthly Allowance	31,765.01	381,180.16
	MONTHLY SALARY TOTAL (A)	95,602.30	1,147,227.64
B	ANNUAL COMPONENT		
	Variable Pay @100% appraisal rating #		114,722.76
	Total (B)		114,722.76
C	RETIREMENT BENEFITS		
	Company's Contribution towards Provident Fund @ 12% of basic salary		55,066.93
	Company's Contribution towards Gratuity Fund @ 4.81% of basic salary		22,072.66
	Superannuation @15% of basic salary	5,736.14	68,833.66
	Total (C)		145,973.24
	GROSS SALARY (A+B+C)		1,407,923.64

Actual rating will be done based on the performance rating as per the appraisal guidelines

****Basket of Allowance**

SI No.	Bouquet of Benefits	Monthly	Annual
1.	Medical	1,250.00	15,000.00
2.	Leave Travel Allowance	6,250.00	75,000.00
3.	Telephone	1,200.00	14,400.00
	Total	8,700.00	104,400.00

- Any individual component cannot be claimed beyond specified max limits.
- Maximum limits will be prorated from the DOJ.

All other terms and conditions mentioned in your appointment letter remain unchanged.

While appreciating efforts put in by you in the past, we look forward for a mutually beneficial and satisfactory association in the years to come.

Thanking You,

For Mercedes-Benz Research and Development India Private Limited



David Nogosse
Chief Financial Officer



Mahesh Medhekar
Vice President - Human Resources

Whitefield Palms
Plot No.9 &10 EPIP Zone
Phase 1, Whitefield Road
Near Satya Sai Hospital
Bangalore - 560 066
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1-Apr-18

Mr. Vishnu Vasan
RD I/CEP

Dear Vishnu,

We are pleased to inform you that your salary has been revised with effect from 1-Apr-18.

Please find below the details of your revised salary:

Sl. No.	Particulars	Monthly Salary [INR]	Annual Salary [INR]
A	MONTHLY COMPONENT		
	Basic Salary	46,462.72	557,552.63
	House Rent Allowance	18,585.09	223,021.05
	Basket of Allowances(details below)**	7,450.00	89,400.00
	Monthly Allowance	43,658.99	523,907.89
	MONTHLY SALARY TOTAL (A)	116,156.80	1,393,881.56
B	ANNUAL COMPONENT		
	Variable Pay @100% appraisal rating #		139,388.16
	Total (B)		139,388.16
C	RETIREMENT BENEFITS		
	Company's Contribution towards Provident Fund @ 12% of basic salary		66,906.32
	Company's Contribution towards Gratuity Fund @ 4.81% of basic salary		26,818.28
	Superannuation @15% of basic salary	6,969.41	83,632.89
	Total (C)		177,357.49
	GROSS SALARY (A+B+C)		1,710,627.21

Actual rating will be done based on the performance rating as per the appraisal guidelines

****Basket of Allowance**

SI No.	Bouquet of Benefits	Monthly	Annual
1.	Leave Travel Allowance	6,250.00	75,000.00
2.	Telephone	1,200.00	14,400.00
	Total	7,450.00	89,400.00

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1-Oct-18

Mr. Vishnu Vasan
RD I/CEP

Dear Vishnu,

We are pleased to inform you that you have been promoted as "Principal Engineer" in the Company Grade "T6" with effect from 1-Oct-18.

Please find below the details of your revised salary.

Sl. No.	Particulars	Monthly Salary [INR]	Annual Salary [INR]
A	MONTHLY COMPONENT		
	Basic Salary	52,679.74	632,156.89
	House Rent Allowance	21,071.90	252,862.75
	Basket of Allowances(details below)**	7,450.00	89,400.00
	Monthly Allowance	50,497.71	605,972.58
	MONTHLY SALARY TOTAL (A)	131,699.35	1,580,392.22
B	ANNUAL COMPONENT		
	Variable Pay @100% appraisal rating #		237,058.83
	Total (B)		237,058.83
C	RETIREMENT BENEFITS		
	Company's Contribution towards Provident Fund @ 12% of basic salary		75,858.83
	Company's Contribution towards Gratuity Fund @ 4.81% of basic salary		30,406.75
	Superannuation @15% of basic salary	7,901.96	94,823.53
	Total (C)		201,089.11
	GROSS SALARY (A+B+C)		2,018,540.16

Actual rating will be done based on the performance rating as per the appraisal guidelines

****Basket of Allowance**

SI No.	Bouquet of Benefits	Monthly	Annual
1.	Leave Travel Allowance	6,250.00	75,000.00
2.	Telephone	1,200.00	14,400.00
	Total	7,450.00	89,400.00

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