

01.06.2020

To Whomsoever it may concern

This is to certify that Mr. Shashank Kumar De is employed as an ENGINEER in ABB Global Industries and Services Private Limited, since 17.08.2016.

The Current Annual Fixed Compensation is Rs. 854000 and Current Performance Bonus is Rs.100000 as per our records.

Salary break up is as follows:

Descriptions	Monthly	Annually
Basic Salary	Rs. 23900	Rs. 286800
HRA	Rs. 8330	Rs. 99960
Other Allowance & Convey.	Rs. 30034	Rs. 360408
Meal Voucher	Rs. 1300	Rs. 15600
Total Gross	Rs. 63564	Rs. 762768

Annual components are as follows:

Descriptions	Monthly	Annually
Perf. Bonus (Eligibility)	Rs.	Rs. 100000
LTA	Rs.	Rs. 0
Medical Reimbursement	Rs.	Rs. 0

Retirals is a percentage of basic pay and is part of the Annual Fixed Compensation.

This Certificate has been issued to him for the purpose of US VISA.

For ABB Global Industries and Services Private Limited,

Sangeetha R
Human Resources.