

30 March 2015

Ashok Kumar Patra
Room no-D-202, Sai Krishna Men's PG
PJR Nagar
Gachibowli
Hyderabad -500032

Dear Ashok Kumar Patra:

It is a sincere pleasure to make this formal written offer to you for the position of Software Engineer in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a total assured compensation of 525024 (Five Lakhs Twenty Five Thousand and Twenty Four) in the first year. The details of the compensation are attached. You should confirm your acceptance of this employment offer by returning the signed copy of this letter. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing

Our offer is contingent on your acceptance of the terms of the organisation's employment existing policies and agreement and that may be modified from time to time.

You will be required to join the organisation on April 1, 2015. You will be posted at our Hyderabad office. Please report at 9:00 A.M. at our office. In case of termination / resignation of services, either party will be required to give three months' notice in writing.

Once again, let me express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,


Exida Estro Pinto
Assistant Manager

FTD INDIA PRIVATE LIMITED

Reg. Office: Block- D, Wing II, 5th floor, Cyber Gateway Building, Hitech City, Madhapur, Hyderabad – 500 081.
Ph: +91-40-6603 0303 | Fax : +91 40 40000992 | E-Mail : corp@ftdi.com | www.ftdindia.com | CIN NO. U72300TG2012PTC085062.

Details of Compensation

Name : Ashok Kumar Patra

Position : Software Engineer

	Rs. / Month	Rs./ Month
A. Monthly Salary		
• Basic Salary	19945	
• House Rent Allowance (40% of Basic Salary)	7978	
• Flexible benefits (30% of Basic Salary)	5984	
• Lunch Subsidy	2000	35907
B. Allowances		
• Bonus/Ex-Gratia	3324	3324
C. Benefits		
• Provident Fund (12% of Basic Salary)	2394	
• Gratuity	960	
• Medical Insurance	1167	4521
Monthly Compensation		43752
Gross Annual Compensation		525024

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Note:

1. Under the Flexible Benefits, an employee is eligible to claim all the actual expenses under Conveyance Allowance, Medical Expenses, Leave Travel Assistance and Children's Education Fee. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Flexible Benefit Allowance.
2. Employee is covered under the Group Personal Accident Insurance Plan up to Rs. 50 Lakh (Rupees Fifty Lakh) or three years' gross compensation, whichever is less.
3. Employee and his/her immediate family are covered under the Group Medical Insurance Plan up to a maximum of Rs. 3 Lakh (Rupees Three Lakh).

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