

tel +91 120 4607600
68 - AD, NSEZ, Noida Phase II, Noida, UP 201305
registered office 6/10 Sarva Priya Vihar, New Delhi 110016
cin no. U72100DL2000PTC103404
icreon.com

Dreksha Chaudhary
Plot No.55, SF2, Niti Khand, Indrapuram
Ghaziabad (UP)

Dated: September 5th, 2014

OFFER LETTER

Dear Dreksha,

We are pleased to extend an offer to join Icreon as "Software Engineer" in Mobile Technologies. This letter officially confirms the offered terms of employment with the company.

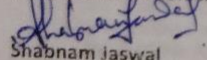
1. The appointment will commence from the day of joining i.e. **September 15, 2014** failing which this offer will stand automatically withdrawn.
2. Your annual compensation and benefits entitlement is **Rs 300,008 (Rs. Three Lakh Eight only)**. It includes Gross pay, variable Pay, allowances and statutory benefits and will be structured in accordance with the Company's policy.
3. The initial place of posting would be at **Noida NSEZ**. However, the company reserves the right to transfer you anywhere in India or abroad in their existing offices or to be setup in future.
4. Your employment with the company will be governed by the attached Annexure - 2 Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the company is subject to satisfactory completion of verification and / or background and reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with the company, please submit a copy of this letter, Annexure 1- Compensation Details, Annexure 2 - Terms of Employment with your original signature on each page.

We congratulate you and look forward for a long and fruitful association with the company.

Yours Sincerely

For Icreon Communication Pvt. Ltd.


Shabnam Jaswal
Manager-Recruitments

ANNEXURE 1

Date: September 5th, 2014

Employee Name : Dreksha Chaudhary
Designation : Software Engineer
Effective Date : September 15th, 2014

<u>Salary Components</u>	<u>Per Month (INR)</u>	<u>Per Annum (INR)</u>
Monthly Components (A)		
Basic	9,975	119,700
HRA	4,988	59,856
Conveyance Allowance	1,995	23,940
Other Allowance	6,473	77,676
Medical Allowance	-	-
Food Allowance	-	-
Total Monthly Gross Salary	23,431	281,172
Annual Benefits (B)		
Provident Fund (Employer's Contribution)		-
LTA		-
Gift Coupons		-
Other Benefits (C)		
Group Medical Insurance Premium		3,836
Variable Pay (D)		
Performance Based Incentive		15,000
Gross cost to company (A) + (B) + (C) + (D)		300,008

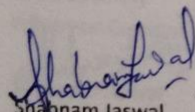
Group Medical Insurance

You are eligible for a Group Medical Insurance of Rs. 100,000 (applicable for self, spouse & two children).

The terms and conditions of coverage will be governed by Company policy and the applicable plan documents.

Variable Pay

Your Performance based incentive will be paid in 2 installments. First installment will be paid in April 2015 and subsequently it will be paid half yearly based upon your performance on prorated basis. Your Performance Review for hike in CTC will happen in Oct, 2015.


Shaanam Jaswal
Manager-Recruitments

Accepted by:
Dreksha Chaudhary