

Offer Letter

Date: December 18, 2017

Dear Drekscha Chaudhary,

We are very pleased to offer you employment at Supra India Tech Private Limited (a 100% owned subsidiary of Supra Canada) on the following terms:

1. **POSITION:** You will serve in a full-time capacity as **Sr. Software Engineer**. Your start date will be no later than **December 26, 2017**,
2. **SALARY:** Your Cost to the Company (CTC) will be INR 9.1 Lac per annum, which includes the statutory benefits paid by the Company. Your CTC will consist of a performance based variable component *a* 5% of CTC. The variable component will be paid after completion of one year with the organization. Kindly refer to the salary breakup for the details.
3. **COMPANY AGREEMENTS:** You will be required, as a condition of your employment with the Company, to sign the Company's standard agreements related to:
 - a. Confidentiality and Intellectual Property Assignments
 - b. Non-compete, Outside Activities and Conflicting Obligations
 - c. There is a probation period for 3 months (which can be extended, depending upon your performance review.)
4. **ENTIRE AGREEMENT:** This letter contains the terms of your employment with the Company and supersedes any prior understandings or agreements, whether oral or written, between you and the Company.
5. Please carry the following documents in originals & copies on the date of joining:
 - All the educational certificates and mark sheets (from 10th Std till latest qualification)
 - Reliving letter and offer letter from last 3 employers
 - Passport
 - PAN Card
 - Address proof
 - 4 Passport size photographs
 - Last three month's pay slips

Supra India Tech Private Limited

SDF K-9, NSEZ, Phase-II, NOIDA-201305
Distt. Gautam Budh Nagar (U.P.) India
CIN No. U72200DL2010PTC211676
Ph.: 0120-4955500, 4540042
www.supraits.com

Regd. Address :

S-524, Neelkanth House,
302, 3rd Floor, School Block,
Shakarpur, Delhi - 110092



Information Technology Services

Cloud & Managed Services
Software Application Solution
Remote Infrastructure Management

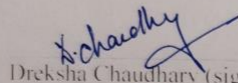
Please sign and return a copy of this letter as a token of acceptance of this offer and joining date.

We wish you a long & a successful career with us.


Preeti Kansal
HR

Supra India Tech Private Limited

I have read all the terms and conditions of this offer letter and ACCEPT them.


Dreksia Chaudhary (signature)

Date

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ANNEXURE-I
COMPENSATION DETAILS**NAME** Dreksa Chaudhary
DESIGNATION Sr. Software Engineer

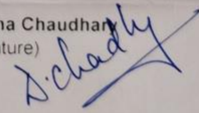
	Annual	Monthly
Basic	216,125	18,010
HRA	108,063	9,005
Meal Coupons	13,200	1,100
Conveyance Allowance	19,200	1,600
Leave Travel Allowance	21,613	1,801
Special Allowance	417,704	34,809
Medical Allowance	15,000	1,250
Provident Fund(12% OF Basic)	21,600	1,800
Provident Fund(Salary in Lieu of PF)	21,600	1,800
FIXED COST TO COMPANY	854,104	71,175
GRATUITY	10,396	Rs. 866
VARIABLE COST TO COMPANY		
ANNUAL BONUS POTENTIAL	45,500	3,792
TOTAL EARNING	910,000	75,833

Gratuity is payable once employee puts 5 years of continuous service in the company.

Regards


Priti Kansal
HR

Supra India Tech Private Limited


Dreksa Chaudhary
(Signature)**Supra India Tech Private Limited**SDF K-9, NSEZ, Phase-II, NOIDA-201305
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