

April 28, 2016

To,

Emp Id : 15618
Name : Shray Rawat
Grade : L4
Title : Senior Software Engineer
Business Segment : Technology

Subject: Compensation Revision & Promotion

Dear Shray,

At Snapdeal, our success is attributed to the dedication and efforts shown by our talented teams and team members.

We are pleased to inform that you have now been promoted to **Senior Software Engineer**. With your promotion, your annual remuneration will be increased, effective **1st April 2016**.

The details of your compensation increase and changes to your Compensation structure are enlisted in Annexure A in this letter, as applicable. The total increment has been apportioned into the components of your compensation as per limits defined by the Company. Other terms and conditions of your employment remain the same. Matters of Performance and Rewards are to remain confidential between you and the company and must not be disclosed to others.

We are in a journey through an action packed Semester which requires us to be more focused and diligent in our contribution towards the organization performance and goals. Let's do great things together!

Best wishes,

For Jasper Infotech Pvt. Ltd.,



Saurabh Nigam
Vice President - Human Resources

Note: This is a computer generated letter and does not require a signature/acknowledgement.



Annexure A

Emp Id	: 15618	Emp Name	: Shray Rawat
Title	: Senior Software Engineer	Grade	: L4
Business Segment	: Technology	Effective Date	: 1 st April 2016

Basic	877654
House Rent Allowance	438827
Conveyance Allowance	0
Leave Travel Allowance	54000
Special Allowance	66227

Reimbursements

Medical	15000
Fuel & Vehicle Maintenance	60000
Car Hire	108000
Driver	60000
Books & Periodicals	24000
Telephone	30000

Gross Compensation 1733708

Provident Fund (Employer's contribution)	21600
Stat Bonus	0

Total Compensation 1755308

All values mentioned are in INR

- This letter supersedes all previous terms of compensation (except those regarding ESOP, if applicable)
- Jasper InfoTech Pvt. Ltd. has the absolute right, in its sole discretion, to interpret and to terminate, modify and/or amend as well as revise any of the components of compensation
- The Salary components namely, Business Promotion and Entertainment Expenses stand discontinued w.e.f 1st April 2016

For Jasper Infotech Pvt. Ltd.,



Saurabh Nigam
Vice President - Human Resources

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