

**Date: December 24, 2013**

**Ravindra Kundla**  
**Bangalore**

**Dear Ravindra Kundla,**

**Sub: Offer Letter**

We are pleased to offer you the position of **Technical Lead** at  
located at the International Tech Park, Whitefield, and Bangalore.

The details of your compensation package along with the other terms of your employment are as follows:  
Your annual package (before taxes & PF) as **Cost to Company** ( including Medical Reimb, Food Coupons, Employee Insurance, Travel to-fro work) will be **INR 14,50,000/-**

You will be expected to follow the Employee Guidelines as laid down and modified from time to time by the Management. Your employment is subject to reference, any related verification check including from your current employer. Also you may be required to undergo Medical and psychometric tests. If any information given by you is later found to be untrue then your employment will be terminated with no liability for the company.

You will be on probation for a period of 1 Month from the date of employment. Based on your performance & conduct during the probation period at it's discretion may confirm your services or extend the probation period or terminate your services without any notice or liability during this period. During period of probation your services can be terminated by either party at will and the terms will. Your probation can be extended upto 6 months.

The notice period for a confirmed employee, at the time of resignation/termination, for either party will be 30 days or salary in lieu of it

We are looking forward working with you.

Kindly sign and return one copy of the Offer Letter for our records.

Thanking you,

Yours sincerely.

<b>CTC Break Ups</b>	<b>Annual</b>	<b>Monthly</b>
<b>Benefits</b>	1,450,000	120833
Medical	15000	1250
Food Coupons	14400	1200
Insurance	6000	500
LTA	0	0
<b>Total</b>	<b>35400</b>	<b>2950</b>
<b>Compensation</b>	<b>1,414,600</b>	<b>117883</b>
Basic	841560	70130
<b>HRA (Exempted portion is 0 )</b>	<b>336624</b>	<b>28052</b>
Conveyance	12000	1000
Special Allow	224,416	18701
<b>Total</b>	<b>1414600</b>	<b>117883</b>
Income Tax		-
Professional Tax		200
<del>Coveyance</del> Deduction		-
ESI		-
Other Deductions		-
<b>Total Deductions</b>		200
<b>Net Salary</b>		117,683