

15th July 2014

Bangalore: Letter of Offer to Employ

Dear Mr. Manish Kumar,

We have the pleasure in offering you employment as “**Software Project Leader**”, on the following terms:

1. Post

You will be employed as “Software Project Leader”, A&K Global Health (India) Pvt. Ltd., reporting directly to the Director of Technology, Ajay Rajasekhar, No. 11/1, Ground Floor, Palace Road, Bangalore 560052. Your place of employment will be at the No. 11/1, Ground Floor, Palace Road, Bangalore 560052. A detailed job description will be provided.

2. Period

Your employment will commence on 04 August 2014 and will continue unless and until terminated in accordance herewith.

3. Probationary period

During the first 3 months you will be on probation during which time employment may be terminated by one month's notice on either side or by payment of one month's basic salary in lieu of notice.

4. Salary

The CTC (Cost to Company) for your employment will be INR 16,50,000 per annum. Monthly salary is payable no later than the 7th day of the following month.

5. Group personal accident insurance

You will be included in the company's Group personal accident insurance policy which provides a scale of benefits for death, permanent and/or temporary disablement up to five times annual earnings. The policy is drawn to enable dependents to benefit in the event of death.

6. Pension scheme

You will be included in the company's Group Super Annuation Scheme wherein the company will contribute 12% of your basic salary on your behalf.

7. Leave

- a. You will be entitled to 21 working days leave per annum in respect of every completed twelve months' employment, to be taken at a time or times mutually agreed with the company.
- b. You will be entitled to seven (7) casual leave days per annum.
- c. You will be entitled to a maximum of seven (7) days' sick leave with full pay, upon production of a certificate of incapacity signed by a doctor covering the period of sick leave.



The above terms are indicative only and subject to satisfactory background and reference checks by the company, execution of the company's standard employment contract and changes to the standard compensation policies of the company. Similarly, you will be subject to all other rules and regulations as are currently applicable to staff members at A&K Global Health (India) Pvt. Ltd.

Yours faithfully,

For and on behalf of A&K Global Health

Ajay Rajasekhar
Director of Technology - India

Acceptance

I declare that I have read and understood the terms and conditions set out in this Letter of Offer, and I hereby agree to accept and abide by them.

Signed _____ Date _____

Witnessed at the request of the employee by:

Salary Break-up

BASIC Salary	45000
HRA	22500
MEDICAL	7000
LTA	11250
BONUS	7040
PLIS	16000
Special Allowance	15750
PAY CHEQUE TOTAL (A)	124540
CONV.	0
TEL	0
Mobile*	Actuals less 25%
Others	0
CASH TOTAL (B)	0
EPF(Employer P.F.)	5400
GRATUITY	2160
SUP ANN.	5400
Earned leave encashment	0
Social benefits total .(C)	12960
CURRENT GROSS PAYABLE/PM (A+B+C)	137500
Total (Annual)	1,650,000.00