

Ericsson Confidential
OFFER OF APPOINTMENT

Date
2014-09-05
Your Date

Reference
EGI/HR-14:4846 Uen
Your Reference
Application/CV

Attending to this matter
NO/EGI/H Vivek Ranjan/SG

For your information

Mr. Ritam Mukherjee

OFFER OF APPOINTMENT

Dear Mr. Mukherjee,

It was our pleasure to note your interest and having opportunity to professionally interact with you. Congratulations! Based on our discussions, we are pleased to inform you of your appointment in our organization on the following terms and conditions:

- Designation** : **Solution Integrator – CSI ADM & PMO**
- Grade** : **Grade 7**
- Joining** : **On 2014-11-07 at Kolkata by 8:00 am**
- Location of work** : **Kolkata**
- Compensation** : **As detailed below**

Salary Components		Monthly INR	Annual INR
Fixed	Basic	25,125	301,500
	HRA	15,075	180,900
	Composite Allowance	7,265	87,180
	Transport Allowance	800	9,600
	Leave Travel Allowance	2,094	25,128
	Medical	1,250	15,000
Total Fixed Salary		51,609	619,308
Retiral	Provident Fund (As per Act)	3,015	36,180
	Gratuity (As per Act)	1,209	14,508
Total Retiral		4,224	50,688
Gross Salary (Fixed + Retiral)		55,833	669,996
Variable	Short Term Variable (Paid Annually)	@ Robust	NIL
		@ Target 5%	33,500
		@ Stretch 10%	67,000
Total Target Compensation			703,496

Your Total Target Compensation is **Rs 7,03,496/- Only (Rs Seven Lakhs Three Thousand Four Hundred And Ninety Six Only)**

We welcome you and look forward to your being part of "Ericsson family"

With best wishes

Yours sincerely,

For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

Ranadip Deb
Senior Manager
Human Resources

Accepted (Received with Annexure)
Date
Signature

This should be read in conjunction with Annexure 1 containing detailed terms and condition of employment.

Ericsson India Global Services Private Limited

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