

Date
2019-08-30
Your DateReference
EGI/H-19:3675
Your Reference
Application/CVAttending to this matter
NO/EGI/H Abhishek Kumar/RB

For your information

Ms. Himani Attri

OFFER OF APPOINTMENT

Dear Himani,

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:

1. **Designation** : **Data Scientist**
2. **Job Stage** : **4**
3. **Date of Joining** : **On 2019-09-16 at Noida by 9:00 am**
4. **Location of work** : **Noida**
5. **Compensation** : **As detailed below**

TABLE 'A'

SALARY COMPONENTS		
Components	Monthly INR	Annual INR
Basic	53,625	643,500
HRA	32,175	386,100
Composite Allowance	19,884	238,608
Leave Travel Allowance	4,469	53,628
Total Fixed Salary	110,153	1,321,836

* Your Total Salary Compensation will be Rupees Thirteen Lakh TwentyOne Thousand Eight Hundred ThirtySix Only.

TABLE 'B'

RETIRAL BENEFITS (EMPLOYER SHARE)		
Components	Monthly INR	Annual INR
Provident Fund	6,435	77,220
Gratuity	2,579	30,948
Total Retiral	9,014	108,168

* Retiral Benefits shall be paid as per eligibility & applicability of law

Ericsson India Global Services Private Limited
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4th Floor, Dakha House
18/17, W.E.A., Pusa Lane,
Karol Bagh,
New Delhi 110 005 INDIA

TABLE 'C'

VARIABLE BENEFITS (PERFORMANCE BASED)		
Components	%age	Annual INR
Robust	0*	NIL
Target	5%**	71,500
Stretch	10%***	143,000

* Based on your Annual Performance

** Percentage will be calculated on the Gross Targeted Compensation

*** The above working has been based on Maximum Payout, however the actual may varies based on the individual & Company performance

All entitlements given above are applicable after you have joined Ericsson. The entitlements are subject to Company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements are subject to applicable Income Tax provisions and other laws.

This Offer of Appointment is valid for 15 days from the date of this email. You are requested to confirm your acceptance by returning a signed printed copy of this email within the time period.

In case you fail to communicate your acceptance in writing within 15 days of the date of this email, the Offer shall stand revoked.

Please be advised that your appointment shall be effective from the date of your joining our organisation and subject to you conclusively completing all the formalities including a clear medical report from the Company approved medical, hospital / medical officer / laboratory and the joining report issued by the Company.

By signing this Offer of Appointment you are accepting all the Terms and Conditions set forth herein and as attached to this Offer of Appointment in various Annexures (Annexed herewith as Annexures 1A-1E).

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

Yours sincerely,
For ERICSSON INDIA GLOBAL SERVICES PRIVATE LIMITED

RAJAT

BAJAJ

Rajat Bajaj
Talent Acquisition

Accepted & Copy Received with all the Annexures
(Received with Annexure)

Date 16/09/19

(This "Offer of Appointment" should be read in conjunction with Annexure 1A to 1E containing detailed terms and condition of employment.)