

July 1, 2013

Sonal Pathak
Hyderabad

Employment offer

Dear Sonal,

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Associate Consultant** if you choose to accept this offer prior to **July 3, 2013**. Your start date will be contingent upon your successful completion of the 5 assignments given to you. The compensation and terms of employment are set forth below:

Your compensation will be **INR 260532/- per annum**, you are also entitled for a **bonus potential INR 25,000/- per annum**, less taxes and deductions as applicable by the Government for all required withholdings, and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid on a monthly basis, in arrears. You will also be eligible for a **Retention Bonus of INR 1,00,000/-**, less taxes and deductions as applicable by the Government, if you successfully serve **3 years** with Neudesic.

Our work culture is informal and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure 1. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail within 2 days confirming your acceptance. I hope you accept this offer and I look forward to working with you.

Sincerely,

Kajari Chadha
General Manager- Human Capital Management
Neudesic Technologies Private Limited

EMPLOYEE STATEMENT:

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date

ANNEXURE I - COMPENSATION DETAILS

Name **Sonal Pathak**

Designation **Associate Consultant**

Indicative Compensation Structure	
Salary Component	CTC Details (Rs.)
Base Compensation	
Basic	106256
HRA	42502
Special Allowance	57016
Conveyance Reimbursement	9600
Monetary Benefits	
Medical Reimbursement	15000
Food Allowance (Optional for tax exemption)	15600
LTA	10626
Insurance Benefits	
Health Insurance ^[1]	3500
Group Personal Accident Insurance ^[2]	432
Fixed Annual Compensation	260532
Annual On Target Bonus	25000
Retirement Benefits^[3]	
Employer PF Contribution	9360
Gratuity	5108
Total CTC per annum	300000

^[1] Employee and five dependents (at an additional premium) are entitled to an insurance coverage of Rs. 2,00,000 per individual under Health Insurance

^[2] Employee is entitled to an insurance coverage of Rs. 5,00,000 under Group Personal Accident Insurance

^[3] Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees' Provident Funds and Miscellaneous Provisions Act, 1952'