

Microsoft India (R&D) Pvt. Ltd.
Microsoft Campus,
Gachibowli, Hyderabad- 500032



Tel: +91-40-66930000
Fax: +91-40-66935593
<http://www.microsoft.com/india>

27-Jul-22

To
Aryan Behal
Indraprastha Institute of Information Technology, Delhi

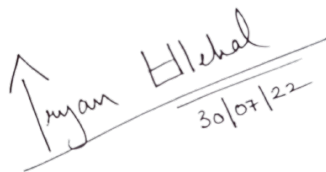
Dear **Aryan**,

Sub: Preliminary offer of employment

Further to our discussions, **Microsoft India (R&D) Pvt Ltd.**, is pleased to offer you the role of **Software Engineer** on the following terms, and subject to Company policies in this regard:

- a. Your total base salary will be **INR 1500000** per annum, payable monthly in arrears. The base salary has two components, (i) Basic and (ii) Allowances:
 - (i) Basic Salary: Your basic salary will be **INR 708000** per annum and is 47.2% of the base salary.
 - (ii) Allowances: You shall be entitled to a sum of **INR 792000** per annum (52.8% of the base pay) towards allowances.
- b. Stock Award of USD **35,000** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2017 Stock Plan.
- c. Performance Based Bonus will be between **0-20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.
- d. Sign-On Bonus of INR **500000** will be awarded to you. This Sign on Bonus will be paid in 2 equal installments: the 1st installment will be paid within 30 days of your actual joining date and the 2nd installment will be paid within 30 days following the first anniversary of your joining date. The payment is subject to the conditions outlined in this regard in the final offer letter.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification.


Aryan Behal
30/07/22

Signature of candidate



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Please note that this is a preliminary offer letter, post your acceptance and subject to the conditions above, you will receive a final offer letter closer to the joining date.

Your employment will be subject to the terms of this preliminary offer letter, the final offer letter and the policies of the Company.

Please indicate your acceptance of the above by reverting with scanned copy of the signed offer letter on or before **1-Aug-22**

Yours Sincerely,
For **Microsoft India (R & D) Pvt. Ltd**

Authorized Signatory

I Agree

Aryan Behal

Name, Signature & Date

Signature of candidate

Microsoft India (R&D) Pvt. Ltd.