

14th Aug.2015

Debapriya Das

C/o - Tridib Kumar Das,
Talbagicha, Near Talbagicha Market
Kharagpur-6, Dist. West Midnapur
West Bengal 721306.

Dear Debapriya,

We are pleased to extend to you an offer of employment with Incture Technologies on the following terms and conditions:

Training

You will undergo an internship training with the Company for 3 months when you join and will be paid a stipend of Rs 15,000/- per month during this period. However, the company reserves the right to extend the training for a further period of 3 more months if your performance is not found satisfactory.

Remuneration

Upon successful completion of training and as an Full Time Employee, your annual cost to company will be Rs. 5,00,000 (Rupees Five Lakh only), payable in accordance with our Company's standard payroll practices. Please refer to Annexure 1 for further details.

Place & mobility

You work location is Bangalore. In the course of your employment with us, you may be required to travel to various Client locations based on the Company's business requirements.

Date of Joining

Upon satisfactory completion of the training period and after a formal performance review, you shall be confirmed on the permanent rolls of the Company. The exact dates will be intimated accordingly. Your joining will be subject to completion of your course without arrears and on submission of documentary proof and evidence at the time of joining.

Joining Documents

You are required to carry the following documents on the date of joining:

1. Originals and photocopies of 10th, 12th Mark sheet and Certificate
2. Originals and photocopies of all Graduate/ Post Graduate Mark sheet and Certificate
3. Pan Card
4. Permanent Address proof
5. 4 Passport size photographs

BYOD (Bring your own device)

Under this scheme and as a part of your compensation plan, you are entitled to bring your own devices to work. This requires you to sign up for scheme, the details of which will be shared with you at the time of joining.

Annexure 1

Compensation Structure			
S. No.	Components	Monthly (INR)	Annually (INR)
1	Basic Pay	15000	180000
2	Basket of Benefits	14200	170400
3	Special Allowance	3542	42504
Fixed cash pay		32742	392904
4	Benefits		
	<i>Provident Fund</i>	3804	45648
	<i>Gratuity</i>	NA	8658
5	Group Insurance	NA	2790
Gross Pay			450000
6	Performance Linked Pay		50000
Cost to Company			500000

We look forward to a long term mutual association.

Please sign and send us the copy of this offer on or before 17th August, 2015.

For Incture Technologies (P) Ltd.,



Joy James

Manager – Talent Acquisition

I have understood the offer proposal and here by sign my acceptance.

Date:

Name:

Signature: