

INFO EDGE
INFO EDGE (INDIA) LTD.

23rd December, 2016

PRIVATE AND CONFIDENTIAL

Saumya Singh
MIT Jaipur

Dear Saumya,

We are pleased to offer you an internship with our organization in line with the requirement of your course curriculum from 2nd Jan 2017 to 31st May 2017. You will be based out of our corporate office at Noida.

Your work timings will be 9:30 am to 6:30 pm. (Monday to Friday).

During the tenure you will be paid an all-inclusive monthly stipend of Rs 20,000/-. However, any expenses incurred on any outstation travel will be reimbursed as per the company's policy.

The company reserves the right to deduct lawful and reasonable amount from the stipend in case of delay, negligence, loss etc arising from the transactions handled by you.

You will keep the information pertaining to the Company and its customers confidential during your tenure with the organization and thereafter.

Kindly sign and return a copy of this letter as a token of your acceptance.

Your's sincerely

For Info Edge India Ltd

Shamir Khet

Authorized Signatory I accept the terms and conditions of this offer Executive Vice President -
Human Resources

Knauki.com
The Education Portal



Quadrangle

Jeevansathi.com
We Match Better



brijj.com

shiksha.com
The Education Portal

Corporate Office : A-88, Sector-2, Noida - 201301 Tel: 0120 - 3082000, 3066566, Fax: 0120-3082095

URL: <http://www.infoedge.in>

Regd. Office : Ground Floor, GF-12A, 94, Meghdoot, Nehru Place, New Delhi-110019

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23-Dec-2016

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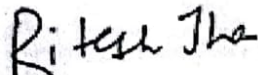
Ms. Saumya Singh
MIT Jaipur

We are pleased to offer you the position of **Software Engineer in Product Development Naukri 2 (Naukri.Com)** with Info Edge India Ltd.

1. This **Letter of Intent** is being issued subject to the following terms:
 - a. You shall join the company on or before **01-Jun-2017**.
 - b. Accuracy of the testimonials and information provided by you
 - c. Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
 - d. Successful background and reference check.
2. On your date of joining, you will be issued a formal Appointment Letter.
3. You shall be based in **Noida B-8** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
4. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in Annexure attached on Page 2.
5. In case you decide to leave the service of the organization, you will be required to give 30 days' notice. The organization in its sole discretion can decide to waive off/ reduce the notice period depending upon the exigencies. In such case, you would be required to pay the organization the gross salary for the notice period so reduced/ waived off.
6. Upon termination of employment, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
7. You are requested to report at 9 a.m. at **Noida B-8, Info Edge India Ltd, B-8, Sector-132, Noida 201304**.

Kindly sign and return a copy of this letter as a token of your acceptance.

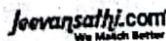
Yours sincerely
For Info Edge India Ltd


Ritesh Jha
Vice President



I accept the terms and conditions of this offer

 **naukri.com**
India's No. 1 Job Site

 **Quadrangle**

 **Jeevansathi.com**
We Match Better

 **99acres.com**
India's Biggest Property Search

 **brijj.com**  **shiksha.com**
The Learning and Skill Building

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TIRI - <http://www.infoedge.in>

INFO EDGE (INDIA) LTD.

Annexure

Name : Saumya Singh		Designation : Software Engineer	
Work Level : 6		Location : Noida B-8	
Entitlement			
		Per Month ₹	Per Annum ₹
Basic Salary		22,901	2,74,812
House Rent Allowance (HRA)		11,451	1,37,412
Conveyance Allowance		1,600	19,200
Special Allowance		13,940	1,67,280
Sub Total 1		49,892	5,98,704
Company's Contribution to PF		1,800	21,600
Sub Total 2		51,692	6,20,304
Annual Entitlement			
Medical Allowance*			15,000
Leave Travel Allowance (LTA)*			10,000
Group Med claim Insurance**			6,700
Gratuity (Estimated)***			13,218
Sub Total 3			44,918
Gross Annual Fixed (Grand Total)			6,65,222
Annual Technology Bonus#			65,000
Total Cost to Company ^^^ (at 100% payout)			7,30,222

Annual Technology Bonus:

- The indicative range of Technology Bonus at your work level is Rs.0/- to Rs.65,000/- per annum. This is paid annually after completion of a year with the company.
- Please note that this is not a guaranteed component of your compensation and the actual Payout shall be calculated based on parameters as fixed for measuring performance and Individual, Department and Company performance. No Technology Bonus will be paid out for "Below Average" performance.
- Please note that to be eligible for the above mentioned component for a given evaluation period, you need to be on the rolls of the company at the time of pay out of the bonus component
- The Technology Bonus scheme may be revised from time to time.

^^^Total Cost to Company:

- Total Cost to Company is a total of Gross Annual Fixed and Annual Variable Pay/Annual Management Bonus/ Annual Tech Bonus at 100% payout as per the clause mentioned above

*Medical Allowance/ Leave Travel Allowance (LTA)(claimed as per Income Tax rules) would be non – taxable. In case an associate does not want to utilize these allowances, they can advise HR at the beginning of the year to pay pro rata amounts with the monthly payroll after deducting appropriate taxes.

ESI/Income tax/ local tax will be deducted as per the prevailing rules.

Apart from the above, you will be entitled to insurance coverage. The details of the same mentioned below:

** Group Medical Insurance:

You will be entitled to Medical Insurance Coverage as per company policy.

***You are entitled to retiral benefit of gratuity as per provisions of "Payment of Gratuity Act 1972"

The amount indicated is equivalent to 15 days Basic Salary on a base of 26 days in a month, for every completed year as part thereof in excess of six months. The payment shall be contingent upon continuous Service of 5 years with the company.

ACCIDENTAL INSURANCE

You will be entitled to Accidental Insurance Coverage as per company policy.

Ritesh Jha

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