

Reliance Trends Limited

14 June, 2013

HR/JUN/13/B2/52278525/50435391/1000301397

Mr. Sounak Halder
Vill.- South Bawali (Ayma), P.O.- Bawali

Kolkata 700137
West Bengal, India

Dear **Sounak**,

Offer to join Reliance Trends Limited.

This has reference to the various meetings and discussions we had. We are pleased to offer you the position of Store Manager - Apparel Store - Operations in **B2** Grade in our Business. You will be a part of the Apparel Specialty Store team based at Kolkata. As discussed, this offer will be subject to following terms and conditions:

1. You will receive a Fixed Compensation of Rs. 5,00,000 per annum (Rupees Five Lac(s) Only). This will be disbursed to you as per the prevailing rules and guidelines of Reliance Trends Limited.
2. This offer is subject to your joining us on or before 01 July, 2013 and successful clearance of the Pre-Employment medical examination. Once you join the Company you will receive our appointment letter illustrating the standard terms and conditions of service with Reliance Trends Limited.
3. You are requested to bring the documents mentioned in Annexure - A along with you on your date of joining as part of our joining compliance.

We are glad that very soon you will be part of our team. We look forward to your long and meaningful association with us.

Yours sincerely,

Manvender Soam
Vice President - Human Resources

This offer is received, terms and conditions are accepted.

Sounak Halder
Date :



Reliance Trends Limited

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Annexure 1A			
Name : Mr. Sounak Halder			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
A] Committed Pay			
1	Basic Pay	14,268	1,71,218
Choice Pay			
2	Medical Reimbursement	1,250	15,000
3	Food Coupon	2,600	31,200
4	Gift Coupon	417	5,004
5	Leave Travel Allowance	0	0
6	Conveyance Allowance	800	9,600
7	NPS	0	0
8	Office Wear Allowance	1,500	18,000
9	Fuel & Maintenance	0	0
10	Residual Choice Pay	10,969	1,31,634
Housing			
11	House Rent Allowance	7,134	85,609
Insurance			
12	GPA Insurance Premium	13	157
13	Group Term Life Insurance Premium	79	948
14	Medical Insurance Premium	237	2,848
Total - Committed Pay [A]		39,268	4,71,218
B] Retirals			
1	PF - Employer's contribution (12% of Basic Pay)	1,712	20,546
2	Gratuity (4.81% of Basic Pay)	686	8,236
Total Retirals [B]		2,398	28,782
C] Performance Linked Incentive			
1	Performance Linked Incentive	0	0
Total - Performance Linked Incentive [C]		0	0
Total CTC (A + B + C)		41,667	5,00,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

