



Development Centre  
(India) Private Limited

LETTER OF INTENT

Date: 14/02/2017

Name: RANI SONKUSRE

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at **Pune** facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10<sup>th</sup> till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive **Total Compensation of INR 179000** (Rupees One Lakh Seventy Nine Thousand Only), payable as per the following structure:

1. **Annual Base Pay of INR 152150**, (Rupees One Lakh Fifty Two Thousand One Hundred and Fifty Only) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. **Variable Pay of INR 26850**, (Rupees Twenty Six Thousand Eight Hundred and Fifty Only) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Level - 1 & Part of Level - 2, Unit No's : 101, 102, Trion IT Park, Survey No. 35, Hissa No's. 9+10+11+12 B,  
Situated at 7 Ahmednagar Road, Village Vadgaon Sheri, Taluka Haveli District, Pune-411 014.

CIN : U72200KA2004FTC034233



NATIONAL RELOCATION BENEFITS SUMMARY FOR Sonkusare DATED 14-02-17

Upon acceptance of your offer for employment with Amazon, you will be contacted by Amazon Relocation Specialist who will coordinate all the details of your move to your new location and will be the primary point of contact throughout the entire process.

**FINAL MOVE**

Amazon will provide Economy class air travel to the joining location (for the Candidate/Employee only). Final move flight tickets may only be booked as a one-way ticket from departure location to destination location. Amazon will make the necessary arrangements for the conveyance of the Candidate/Employee from his/her home to airport and from airport to the drop location within the city limits of Pune.

For locations where organizing Economy air travel is not possible, travel fare (only for the Employee) to be reimbursed upon submission of actual bills.

**HOUSEHOLD GOODS/PERSONAL EFFECT**

You would be paid a one-time relocation allowance of **INR 15,000** towards movement of personal belongings from the place of relocation to the Amazon location. This amount will be paid along with the first payroll after deducting applicable taxes.

If for any reason you terminate employment with Amazon within 12 months from your start date, all the relocation expenses as mentioned above will be repayable on a prorated basis.

If you wish to transfer on the terms set out in this Offer, please acknowledge your acceptance by signing this letter. If you reject this Offer, your Offer of Assignment and all benefits discussed will be terminated and null and void.

**CONGRATULATIONS ON ACCEPTING THE OFFER WITH AMAZON**

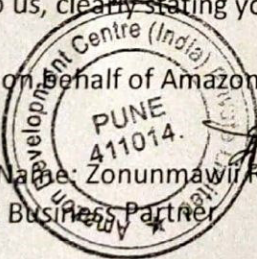
Upon receiving a communication from Amazon regarding your work location, please sign and return this letter to us, clearly stating your relocation details and acknowledging your acceptance.

For and on behalf of Amazon Development Centre (India) Pvt. Ltd.

Printed Name: Zonunmawii Renthlei

Title: HR Business Partner

Date:



  
Principal  
M. Patel Institute of Engg. & Tech. Shahapur, Bhandara  
In-Charge Training & Placement  
MIET, Bhandara

**ACCEPTANCE**

I acknowledge receipt of a copy of this Statement and acceptance Amazon India's Relocation benefits on the terms set out in this document.

Relocation required From (City): Nagpur To (City): Pune

By (Sign):

Name: Rani Rajendrababu Sonkusare

Date: 14-02-17



Name  
Date of Joining  
Designation  
Citizenship

CSA
INDIAN

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### CURRENT COMPENSATION SUMMARY

Annual Base Pay (85% of Total Comp)	152,150	INR
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### BASE PAY SALARY BREAK-UP

Pay Component	Percentage Options	Annual (INR)	Monthly (INR)
Basic Salary	35%	53,253	4,438
House Rent Allowance (HRA)	40%	21,301	1,775
Special Allowance		71,206	5,934
Medical Allowance		0	0
LTA		0	0
Education Allowance		0	0
Employer PF Contribution	12%	6,390	533
<b>TOTAL</b>		<b>152,150</b>	<b>12,679</b>

The above amount is subject to Govt deductions which include PF, PT, Income tax, ESI etc applicable.

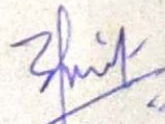
### ADDITIONAL BENEFITS \*\*

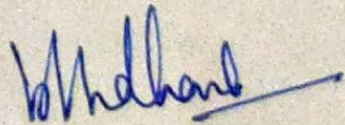
Transport Allowance	1500	** as per policy
Food Coupons	1100	Not Cash Only Coupons
Night Shift Allowance	INR 115 per night	

### Performance Related Pay (Incentive)

Paid on Quaterly basis, after training is completed. Actual payout may be as high as 49% of annual base pay or zero subject to individual's performance and as per the Company standards and policy.

\*\*Details of the benefits are explained in the benfit sheet provided with the offer letter.

  
In-Charge  
Training & Placement  
MIET, Bhandara

  
Principal  
M. Patel Institute of Engg. &  
Tech. Bhandara, Bhandara