

28 Aug 2019

Dear **Salman Shaikh**,

We are pleased to offer you the position of **Unit Mgr-Busi. Dev.** in **Level 1** of our Company. Your initial posting will be at **Sangamnar**.

Your compensation details are as follows:

Components	Rs. Per annum
Basic	64,500
Supplementary Allowance	1,15,500
Flexible Compensation Plan	3,298
Employers Contribution to PF	21,600
Gratuity	3,102
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,15,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the AntiCorruption and Bribery Policy of the Company.

This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

I accept the above terms and conditions.

Name : **Salman Shaikh**

Signature & date: _____