

Retain this copy with you.

20<sup>th</sup> July 2017

Mr. Abhijit Roy  
VIII-Debgarh, Po+Ps-Bongaon,  
Dist-North 24 Parganas,  
West Bengal - 743235

Subject : Letter of Appointment & Terms of Employment

Dear Abhijit,

1. Thank you for exploring career opportunities with Abbott India Limited.
2. This is with reference to your application and, subsequent to our meetings and discussions, we are pleased to make you an offer for the position of **Professional Sales Manager in Grade 13**, to be based at **Bolangir**. Your appointment shall be effective on the date of joining (DOJ) which should not be later than **25<sup>th</sup> July 2017**. If you cannot join by the DOJ the appointment letter stands withdrawn without any notice or communication to you.
3. You will be responsible for:
  - Achieving and exceeding sales targets as set out by your manager. Your sales targets may be revised periodically based on business requirements of the Company.
  - Generating business for the Company so as to achieve your assigned sales targets.
  - Attending Product and Process Trainings
  - Completion of documentation including providing daily sales and other MIS reports as required.
4. Your duties and responsibilities are detailed in **Annexure IV**. However, it should not be presumed that this is the final list of your duties. You shall also have to perform such duties as may be directed from time to time as per the exigencies of business.
5. Your Salary (cost to company) including all benefits will be **INR 2,55,500/- per annum**. (**Annexure I** provides a breakup of the compensation package). In case of any queries with regards to salary structure, you are requested to refer your queries regarding compensation package to your Business HR Manager.

Abbott has a Flexible Compensation Plan (FCP) wherein you get an opportunity to select and change the flexible components of your FCP, (subject to overall cost to the company remaining unchanged) as per your individual investment plans. You can opt for this facility only once, during the 12 month period of July to June of the subsequent year, by filing the FCP form.

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Accepted  
Abhijit Roy  
27.07.2017

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