

09<sup>th</sup> October 2017

Subherthee Dutta  
Beraberia  
Bagnan  
Howrah - 711303

Subject : Letter of Appointment & Terms of Employment

Dear Subherthee,

1. Thank you for exploring career opportunities with Abbott Healthcare Pvt. Ltd.
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 Territory Business Manager in Grade 1B, to be based at Araria. Your appointment shall be effective on the date of joining (DOJ) which should not be later than 13<sup>th</sup> October 2017. If you cannot join by the DOJ the appointment letter stands withdrawn without any notice or communication to you.
3. Your Salary (cost to company) including all benefits will be INR 225000/- per annum. (Annexure - I provide a breakup of the compensation package)

"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 filling the FCP form."

4. Probation:

You will be on probation for six months during which period your services are terminable at any time without notice and without assigning any reason whatsoever. In the event of such termination, you will be entitled only to receive your dues up to the date on which your services are terminated and you shall not be entitled to any sum as compensation or otherwise in respect of termination of your services.

5. Confirmation:

On expiry of your probation period subject to your satisfactory performance, Company shall be entitled, but not bound to confirm your services. You will be deemed to be confirmed in the employment unless a letter extending your probation or termination of probation is issued.