

September 21, 2011



To
Mr. Samadhan Shinde
Emp. No. : 35609
Department : Planning (Pilot Hall)

Dear Mr. Shinde,

This has reference to the letter of probation dated **August 1, 2011**; we are pleased to inform you that your service has been confirmed as a Team Member with effect from **September 4, 2011**.

The revised monthly emoluments now payable to you are as under:-

Particulars	INR (per month)
Basic	6275.00
Fixed D.A.	605.00
House Rent Allowance (HRA)	3000.00
Personal Allowance	187.00
Conveyance Allowance	800.00
Child Education Allowance	1600.00
Washing Allowance	200.00
Medical Allowance	1250.00
Leave Travel Assistance (LTA)	1250.00
* Monthly Attendance Reward Scheme	1000.00
Total (A) Monthly Gross	16167.00
Diwali Exgratia	573.00
Total (B) Annual Emoluments	573.00
PF (company contribution)	826.00
Gratuity	331.00
Total (C) Retrials	1157.00
Total CTC (A+B+C)	17897.00

* You will be entitled to receive Monthly Attendance Reward benefits as per monthly attendance reward scheme.

The Diwali Exgratia payment will be paid at the time of Diwali subject to maximum of ₹ 8400.00 per annum. However the same will be discontinued once the provision of statutory bonus under the Payment of Bonus Act 1965 becomes applicable to the company.

You will be eligible for, Gratuity as per Payment of Gratuity Act 1972, Group Health Insurance and Group Personal Accident / Workmen's Compensation policy as per company policy.

The deduction for Provident Fund, E.S.I. (as and when applicable), Professional Tax, Income Tax as per relevant statutes, shall be binding on you.

You will be eligible for leaves as per company Leave Policy applicable to your grade.

Timy

Your reference
Your letter from
Our reference
Extension
Telefax
E-mail

Date

Volkswagen India Pvt. Ltd.
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VOLKSWAGEN

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Your wage details are confidential. You are requested not to disclose the same.

Your services will be governed as per the company's Certified Standing Orders applicable to you.

Please note that all other terms and conditions of service as mentioned in the letters of probation dated **August 1, 2011** remain unchanged.

We expect your continued cooperation with the company and hope that you will work as a team for achieving prosperity and success for yourself as well as for the Company in the years to come.

We congratulate you and wish a long and successful career with Volkswagen India.

Thanking you,



Dr. Christoph Graumann
Director : Manufacturing Engineering



Piyush Upadhyay
Executive Director: HR & Admin.



The terms and conditions mentioned herein have been explained to me and the same have been understood by me and are binding upon me.

I have been also explained the contents of this confirmation letter in Marathi / Hindi language and fully understood this confirmation letter.

Signature: _____

Place: _____

Name: _____

Date: _____