

31st July 2019

To

Kartik Dhire,

Pune.

**Subject: Offer of employment**

Kartik Dhire,

This is with reference to the interview(s); we are pleased to offer you a position of **Software Developer Trainee** at **Aptify India**.

Your salary will be **INR 4 Lakhs** per annum (CTC). Please refer **annexure A** for salary break up.

You are expected to join on **1<sup>st</sup> August 2019 or earlier**. Please note that the offer stands cancelled after **1<sup>st</sup> August 2019**.

You will be on Probation for a period of six (6) months from the Effective/Joining Date, referred to as the 'Probation Period'. On completion of the Probation Period, if your performance is found satisfactory, you will, at the discretion of the Company, be confirmed.

You will be issued regular appointment letter explaining the terms and conditions after joining **Aptify India**.

Please send the acknowledgement of offer by mail.

Yours Sincerely,

Dipti Saraf

Director, HR & People Operations

Annexure A:

The Salary break up is as under:

<b>Salary Heads</b>	<b>Annual Amount in INR</b>
Basic Salary	160,000
House Rent Allowance (HRA)	64,000
Children Education Allowance *	2,400
Meal Allowance *	26,400
Leave Travel Allowance (LTA)	32,000
Gift Voucher *	4,999
Telephone Allowance	12,000
Special Allowance	76,601
<b>DEDUCTIONS</b>	
Employer's Contribution to Provident Fund	21,600
<b>COST TO COMPANY [Annual CTC]</b>	<b>400,000</b>

\*Optional Components

In addition to this, you would also be entitled to the following benefits –

- Group Medclaim Policy of up to INR 4L pa
- Group Personal Accident Policy of three times your CTC
- Group Term Life Insurance Policy of three times your CTC
- Gratuity as per Payment of Gratuity Act 1972
- Paid Time Off [PTO] as per policy
- Company Holidays as per policy