

From: "[Mugdha Desai](mailto:mugdha.desai@aress.com)" <mugdha.desai@aress.com>

To: kshitijarvis1997@gmail.com

Date: 3/5/2020 7:04:04 AM

Subject: Offer Letter

Dear Kshitija,

It was really a pleasure talking to you. Thank you for showing keen interest in joining our organization. With reference to the interview and the discussions you have had with us, we are pleased to offer you a career at Aress Software and Education Technologies (P) Ltd.

Please accept our heartiest congratulations and a warm welcome to the Aress family. We hereby offer you the post of Trainee Software Engineer with an annual gross package of **Rs. 3,64,187/- (Rupees Three Lacs Sixty Four Thousand One Hundred and Eighty Seven Only)** as mentioned in Annexure – A.

The terms and conditions of your employment are as below –

1. Designation: **Trainee Software Engineer**
2. Annual Gross Package: **Rs. 3,64,187/- (Rupees Three Lacs Sixty Four Thousand One Hundred and Eighty Seven Only)**
3. You are required to join tentatively **on 1st June, 2020**
4. Your Position will be based in Pune
5. You will have to complete joining formalities after receiving this offer letter.

ANNEXURE - A

We trust you shall prove to be a great contributing factor for the growth and progress of Aress Software & Education Technologies Pvt. Ltd on a continuing basis.

We have structured your salary package on the following basis.

TOTAL COMPENSATION STATEMENT					
Components	INR	Payable	Components	Annual	Remarks
Basic	15,001.00	Monthly	Basic	1,80,012.00	Annual
HRA	6,000.00	Monthly	HRA	72,000.00	Annual
Washing Allowance + Advance Monthly Bonus	2,499.00	Monthly	Washing Allowance + Advance Monthly Bonus	29,988.00	Annual
Annual Benefits					
Paid Leaves (28 days)	21,933.00				
Retirals	NA				
PF	21,600.00				
Gratuity	8,654.00				
*Bonus	30,000.00				
Monthly Gross	30,349.00				
Annual Gross	3,64,187.00				

Any statutory deductions as applicable will be deducted from your salary (For example, PT, Income Tax).

*Bonus is payable after completion of 1 year based on individual performance & company's financial & non-financial measurements.

Your financial review will be done after the successful completion of every year in the organization. And as discussed, you will also be liable to sign a financial bond for a period of 36 months.

We look forward to your acceptance of the offer and joining the Aress family

Best Regards,

Mugdha Desai - Assistant Manager (HR & Admin)

[Aress Software and Education Technologies P Limited](http://www.aress.com)



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