

14-08-2019

Vipin Kumar  
Bangalore

Subject: LETTER OF OFFER

Dear Vipin,

We thank you for your interest in discussing an opportunity to be part of **Just Dial Ltd.**

Based on the discussions with you, we are pleased to offer you to the position of **Software Engineer**. You will be on probation for a period of six months from your date of joining which will be on or before **19-08-2019**.

The annual compensation calculated on Cost to Company will be **INR 450000/-**.

In addition to this, you will be eligible for a performance linked Variable Pay / Performance Bonus up to a maximum of Rs.50004 per annum, payable on Quarterly basis.

Your place of posting will be **Bangalore**.

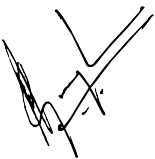
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

**For Just Dial Limited**



Ajiv O V

Head - Human Resources, Bangalore

**Annexure:-**

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Vipin Kumar	
Department	Technology	
Grade	G12	
Designation	Software Engineer	
Effective Date	19-08-2019	
CTC	450000/- per annum	
Pay structure	Monthly	Annual
Fixed Components		
Basic	15000	180000
House Rent Allowance (HRA)	7500	90000
Technical Support Allowance	5198	62376
Shift Allowance	4253	51036
<b>Salary (C1)</b>	<b>31951</b>	<b>383412</b>
Statutory Components		
Employer PF Contribution	1800	21600
Employer ESIC Contribution	0	0
<b>Benifits(c2)</b>	<b>1800</b>	<b>21600</b>
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
<b>Reimbursements(c3)</b>	<b>0</b>	<b>0</b>
Statutory Bonus	<b>3750</b>	<b>45000</b>
<b>CTC (Total C1+C2+C3 + Statutory Bonus)(a)</b>	<b>37501</b>	<b>450012</b>
Deductions		
Employee PF Contribution	1800	21600
Employee ESIC Contribution	0	0
<b>Total Deductions (b)</b>	<b>1800</b>	<b>21600</b>
<b>Net Take Home {a - b - C2}</b>	<b>33901</b>	<b>406812</b>
<b>**Performance Bonus</b>	<b>4167</b>	<b>50004</b>
<b>Total CTC (CTC + Performance Bonus)</b>	<b>41668</b>	<b>500016</b>

\* **Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

\*\* Performance Bonus / Variable Pay are not guaranteed part of your compensation and the amount payable would vary based on Individual and Company performance.

\*\*\* Total Cost to the company is calculated on CTC + \*\* Performance Bonus at 100% payout.