



Coditas Solutions LLP. | LLPIN:AAQ-6182

08/06/2022

Reference No: CT/HR/OFFER/AT/08062022

To,

Mr. Abhishek Tormal,

EMPLOYMENT OFFER LETTER

Dear Abhishek,

We are happy to inform you that we would like to offer you the position of **Associate Software Engineer** with our company.

We would like to offer you an annual CTC of Rs. **6 LPA** and other benefits, the details of which are stated in the attached annexure.

Since your exam schedule has become uncertain due to the ongoing pandemic, we are keeping the tentative date of your joining on **11th July 2022** or earlier, as and when you are done with your exams.

The Terms are as follows:

1. The CTC shall comprise a fixed component and a variable component, if any, as per the company's prevailing scheme.
2. The CTC shall be subject to tax deduction at source and a professional tax deduction as per applicable rules.
3. We also have a corporate 'Group Health Insurance' plan which you can opt-in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your CTC.
4. Your probation period shall be 3 months from the date of joining, subject to your performance.
5. Regular performance reviews will be done to assess your suitability.
6. The next salary revision will be during the company's appropriate appraisal cycle, falling due after the completion of one year of service.
7. The notice period for relinquishing your services from the company would be 3 calendar months.
8. The F&F settlement in the event of resignation will be made after 2 weeks from the date of separation.
9. You shall be entitled to benefits as per the company's rules and regulations upon confirmation.
10. The validity of this offer is 2 days from the date of you receiving the offer letter.
11. Your posting will be in Pune; however, you may be given the opportunity to travel to the client locations for short durations from time to time.

12. Your appointment letter shall be handed over to you on your joining the company once you furnish the required documents mentioned in the attached list.?

1. Photocopy of educational qualifications, i.e., SSC/HSC/Graduation/Post Graduation, etc.
2. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role.
3. Photocopy of your Passport along with a photocopy of visa stamping, if any
4. Three passport size Photographs
5. Age proof
6. Proof of Permanent /local Address
7. Pan Card

Please let us know in advance in case you are not in a position to furnish any of the documents at the time of joining.

During your employment with Coditas, you shall not be employed by or perform consulting or other services for any other business entity or party. In case you are found to do so, your employment with Coditas shall be liable for termination.

By accepting this offer, you acknowledge that the Company would incur substantial costs in training you on specific technologies/skills for you to handle the job responsibilities effectively, and if you resign within one year of your joining, it would unfairly prejudice the Company.

If you choose to resign during the above mentioned period, you shall be liable to pay the Company half of the amount of CTC offered.

Accordingly, you undertake not to dispute the amount and pay the same before requesting a formal relieving order from Coditas. In case of a dispute, Coditas holds the right to initiate appropriate legal proceedings against you.

If any of your furnished documents/information provided to Coditas during your tenure with the Company is found to be inaccurate, Coditas holds the right to terminate your internship on an immediate basis.

Please note that this offer mail incorporates all commitments made to you, and there are no additional commitments beyond these.

Sincerely,

For Coditas Solutions LLP.

ANNEXURE

Offered CTC		Monthly	Annually
		50000	600000
A	FIXED COMPONENT		
1	Basic Salary	16000	192000
2	Child Education Allowance	400	4800
3	House Rent Allowance	7500	90000
4	Conveyance Allowance	6250	75000
5	Medical Allowance	6250	75000
6	Leave Travel Allowance	6250	75000
7	Special Allowance	4660	55920
	GROSS SALARY	47310	567720
B	VARIABLE COMPONENT ****		
C	BENEFITS		
1	Employer Provident Fund (as per PF act)	1920	23040
2	Gratuity*	770	9240
3	Mediclaime Premium cont.**		
	TOTAL BENEFITS	2690	32280
TOTAL COST TO COMPANY (A+B+C)		50000	600000
D	DEDUCTIONS		
1	Employee Contribution	1920	23040
2	Professional Tax (300/- in February)	200	2500
	Total Deduction	2120	25540
	NET SALARY (A-D)	45190	542180

* Gratuity payable as per The Payment of Gratuity Act 1972

**We also have a corporate Group Health Insurance plan which you can opt in for. Based on your selected sum assured, the corresponding amount of premium will be deducted from your salary.

*** PF rate is applicable as EPFO authority. If any changes, the salary annexure will be restructured accordingly.

**** Variable Pay:- You are eligible for variable pay (if applicable) as per offer letter terms & conditions.

For Coditas Solutions LLP.

Authorized Signatory

I hereby accept the above salary break up.

Name: Abhishek Tormal

Signature:

Date:

Place: