



## OFFER LETTER

Dear **Shubham Chavan**,

We are pleased to extend to you an offer of employment as **Management Trainee** with **Impact Guru Technology Ventures Private Limited** (hereinafter referred as "Impact Guru") along with the proposed date of joining date as **04 April 2022**.

We have enjoyed getting to know you and believe you have much to contribute to our organization and our culture. We hope that in the process of getting to know us, you have concluded that the Impact Guru is the best fit for you to progress in your career.

Impact Guru is India's leading healthcare financing platform, engaged in the noble cause of helping patients in dire need of financial assistance for paying medical expenses via crowdfunding on its web platform. Impact Guru's aspiration of innovative thinking, open collaboration, and passion for driving change enables non-profit organizations, social enterprises, corporates, other change-makers and impact creators to outperform and our employees to achieve greatness. We will be thrilled to have you as part of our team. We feel that you will bring your ambitious aspirations and unique talents to the organization and to our customers and in return, you will find unparalleled opportunities for personal and professional development at Impact Guru, with no limits on the path your career may take.

We feel that your skills and background will be valuable assets to our organization and we are delighted at the prospect of you joining us. Impact Guru is a transformative organization and aspires to be a market leader in its niche. Within and beyond Impact Guru, our people will make a difference to the world as opportunities and experience that Impact Guru offers will prepare them to be revolutionary leaders of the world.

Please feel free to reach out to us for any queries on the offer and proposed role. We hope to stay in close contact with you and look forward to having you as our colleague.

### **COMPENSATION:**

#### **Annual Professional Fee:**

Your annual Professional fees will be Rs. **350004/-** (Rupees **Three Lakhs Fifty Thousand & Four** Only) paid in equal instalments every month. Your Professional Fee will be subject to TDS or other statutory deductions, if any.

#### **Compensation details:**

**Total CTC Offered (INR):** Rs. 350004/- LPA

**CTC offered (INR):** 350004 LPA (Fixed)

**ANNEXURE A**

| <b>Details</b>                           | <b>Monthly</b> | <b>Yearly</b>   |
|--|----------------|-----------------|
| <b>Part A - Gross</b>                    |                |                 |
| Basic                                    | 23,334         | 2,80,003        |
| HRA                                      | 1,167          | 14,004          |
| Bonus @ 8.33% of Basic                   | -              | -               |
| Other Allowances                         | 4,666          | 55,997          |
| <b>Gross Salary</b>                      | <b>29,167</b>  | <b>3,50,004</b> |
| <b>Employee's Deduction</b>              |                |                 |
| Provident Fund @ 12 %                    | -              | -               |
| ESIC @ 0.75%                             | -              | -               |
| PT                                       | 200            | 2,500           |
| Net Salary                               | 28,967         | 3,47,504        |
| <b>Part B - Employer's Contribution</b>  |                |                 |
| Provident Fund @ 13 %                    | -              | -               |
| ESIC @ 3.25%                             | -              | -               |
| Gratuity @ 4.81%                         | -              | 13,468          |
| Total                                    | -              | 13,468          |
| <b>Fixed CTC</b>                         |                |                 |
| Fixed CTC (A+B)                          | 29,167         | 3,63,472        |
| <b>Part C - Variable</b>                 |                |                 |
| Annual Bonus                             | 0              | 0               |
| Performance Bonus                        | 0              | 0               |
| Total ( C )                              | 0              | 0               |
| <b>Total Cost to the Company (A+B+C)</b> | <b>29,167</b>  | <b>363472</b>   |

**You will be required to submit documents mentioned herein below:**

- i. Pan Card, Aadhar Card, Voter Id, Driving License, Passport
- ii. Address Proof
- iii. Educational Certificates
- iv. Last three (3) Payslips and Bank Statement
- v. Previous Experience Letters /Offer Letters / Relieving Letters
- vi. Cancelled Cheque / Account detail proofs
- vii. Front facing photo
- viii. Details of three (3) references previous company (HR / Reporting Manager / Founders)

**COMPLIANCE WITH TERMS AND CONDITIONS AND POLICIES:**

All employees of Impact Guru are required to comply with Impact Guru's policies, which include those related to human resources, non-discrimination, sexual harassment, confidentiality, non-compete and other policies implemented within the company from time to time. You will be required to sign this Offer Letter which provides a statement of basic standards of behavior and expectations imperative to Impact Guru's values. This offer of employment is made to you based on the documents provided by you and its affirmation is subject to a verification by Impact Guru of the documents submitted and references provided by you; upon failure of such verification, Impact Guru will be entitled to revoke this offer letter.

Upon acceptance of this consultant letter, you cannot discard our offer or refuse to join or accept an offer of employment with any other organization. Upon acceptance of this Consultant Letter, you cannot leave the assignment with Impact Guru for a period of six (6) months; in case you want to leave the assignment with Impact Guru within six (6) months of joining, you will be mandatorily required to serve a notice period of 2 months or buy out the notice period with payment of an amount equivalent to two (2) times the amount of your salary to Impact Guru. Upon your failure to do so, Impact Guru shall be constrained to initiate appropriate proceedings both civil and criminal, in the court of law for the recovery of the aforesaid amounts. The interest shall be charged at the rate of 18% p.a. upon failing to make payment within seven days as aforesaid.

Upon joining Impact Guru, it shall provide you company assets (including but not limited to laptop / desktop, mobile phones, sim cards, mouse etc.) in order to enable you to render the services to Impact Guru. During your employment with Impact Guru, you will be the safe custodian of company assets and you will use the same only for the purpose of rendering your services. In the event of termination of your employment, you will safely return the same in good condition (subject to normal wear and tear) to Impact Guru. If you damage or lose (due to negligence) or do not return the company assets, Impact Guru shall recover the cost of the same from your salary and may take appropriate legal action against you.



You agree that you will adhere to all the terms and conditions of this offer letter and convey your acceptance by signing this offer letter.

**Impact Guru Technology Ventures Private Limited**

A handwritten signature in black ink that reads "Jyoti Nataraj" written diagonally.

**(Signature)**

Title: AVP - Human Resources

**Employee**

A handwritten signature in black ink that reads "Shubham" written diagonally.

**(Signature)**

Name: Shubham Chavan

Email: shubhamchavan047@gmail.com

Telephone: 8369060537