



Date – 20th July 2022

Mr. Shubham Ingle

This is with the reference of the discussion / interviews you had with us, we are pleased to offer you employment in our company on the following terms and conditions:

Designation: Sales Executive

Date of Joining: 12th July 2022

Your initial place of work will be at **Pune** and you will be expected to attend the office during the working hours as decided by the company. Your appointment is subject to verification of your documents and receipt of satisfactory reference,

Accountability:

You will be accountable to any other person place in authority over you.

Amendments:

Your services are governed by the all the existing services rules and regulation and as may be amended from time to time. Your incentive structure and other policy of the company may change without any prior intimation.

Training period:

You will be on the training period for 5 Days Before the date of joining. During which your work performance will depend upon your achieving standards and expected level of efficiency as set out by company, Your attendance, conduct, attitude, performance and discipline will be monitored on a regular basis, During the training period if your services are not found satisfactory for any reason whatsoever, your services will be terminated at any time even before the completion of the training period without any prior notice or wages in lieu thereof and without assigning any reasons. You shall be continued to remain on training till confirmed in writing. In any case if you desire to leave the organization you shall be eligible for any legal consequences by the company on you. You are not liable to get any PF deduction in case of your training period **'except a certain'** deduction as per company policy. Incentives will be paid for the first quarter of the training as per your discussion with your reporting Manager. All performance parameters are required to be achieved while training and in operations.

Secrecy:

You Shall not without any written approval of an officer authorized by the management, disclose, publish or authorize anyone else to disclose, confidential or secret information, including working process acquired in the course of your employment with company.

Transfer:

It is specific condition of your employment that your services are liable for transfer between any department / location of the Company / Associates. If the above terms and conditions are acceptable to you, kindly confirm acceptance by signing and returning a copy of this letter.

We extend to you our warm welcome and look forward a long and successful association.

Your Sincerely

For **FOSIFEEL DESIGNS PVT LTD**

Accepted & Agreed

YASMIN SHAIKH

HR MANAGER



Candidate



Terms & Conditions:

- In case the employee wants to leave the organization, a formal resignation is required with serving a notice for 1 months from the date of the acceptance of the resignation and full and final salary settlement will be after 45 days after competing notice period . If you chose not to serve the required notice period if applicable, Fosifeel reserves its rights to recover cost of **INR 20,000/-** from you towards expenses incurred with regards to any training and development. If you do not pay the amount payable by you to Fosifeel, without exhausting any of its remedy available, Fosi Feel will have all rights to initiate legal measures against you.
- Upon termination of your employment with Fosi Feel for any reason whatsoever, any amount due or payable to the employee will not be paid by Fosi Feel to the employee.

Target: 25 VKYC's booking in a Month

Compensation Disclosure

Name of the Employee: Mr. Shubham Ingle

Particular	Amount (Per Month, Rs)	Amount (Per Annum, Rs)
Basic salary*	8,000.00	96,000.00
House Rent Allowance	2,000.00	24,000.00
Special Allowance	1000.00	12,000.00
Medical Allowance	1000.00	12,000.00
Total Fix Salary	12,000.00	1,44,000.00
Gross Earning (A)	12,000.00	1,44,000.00

Note – If you unable to complete the given targets then your salary will be credited as per performance.

Deductions:

Deduction	Amount (Per Month, Rs)	Amount (Annual)
Professional Tax	200.00	2,400.00
Income Tax	As per Income Tax Act	As per Income Tax Act
Net Fix Salary	11,800.00	1,41,600.00

Accepted & Agreed

YASMIN SHAIKH

HR MANAGER



Candidate