

Randstad/2019-20/Glen Dsouza

randstad

Letter of Intent

29/04/2021

Glen Dsouza

#4-66/1, Mrinal Nivas, Dandekeri Road, Yeyyadi, Mangalore
MANGALURU
Karnataka
575008
INDIA

Dear Glen,

Welcome to Randstad!

With 60 years of global HR heritage and 25 years of being HR pioneers in India, Randstad is India's market leading HR services provider offering the broadest portfolio ranging from Permanent Recruitment and Contract Staffing to Recruitment Process Outsourcing.

At Randstad India, 'best people' is the cornerstone of our business. Over the years, we have created and sustained a high performance culture, founded on meritocracy, potential & solid values. To celebrate this High Performance Culture and those who have truly moved the needle, we have been focusing on a well-rounded Total Rewards Strategy which leverages not only competitive Compensation (aligned to the market conditions) but also three other critical elements: (i) *Career and Capability Development*, (ii) *Benefits and Rewards* (iii) *Organisation Culture*.

We attract the best people, and invest in their development. We challenge them to perform to the best of their ability, and to seize the opportunities we have to offer. Our employee value proposition of "*Making Work Meaningful*" is what we believe makes us a High Performing and Meritocratic Organization.

We are pleased to offer you a career with Randstad India as **Management Trainee**, (internal designation MT - RMEP) in our Management Trainee team, based out of Delhi with effect from Wednesday, May 26, 2021.

The fixed annual compensation being offered to you is **INR 9,72,000/- (Rupees Nine Lakh Seventy Two Thousand only)** per annum. Additionally, you will also be eligible for a variable pay, as per the applicable policy of the company in effect at the time, subject to achieving your individual targets and the overall company performance. The details of your compensation and benefits are listed out in Annexure 1 & 2.

Should you have any queries, please do not hesitate to contact your Location HR SPOC. Kindly return a signed copy of this letter as a token of your acknowledgement to your Location HR for our records.

We are delighted to have you on board and look forward to a wonderful association with you.

Thanks & Regards,

Human Resources



Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 006

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