

MISPL/HR/2021/234
Dated: 31st August 2021

Mrs. Sonali L.

Employment Offer

Referring to your interview with us, we are pleased to offer you employment as per the following terms;

Designation: Software Engineer - Support
Joining Date: 1st September 2021
Job Location: Mangalore
Salary Details: Gross CTC 3,70,000/- INR Per Annum

Relevant employment details are as provided below:

1. Your Date of Joining will be 1st September 2021, failing which Mangalore Infotech Solutions Pvt. Ltd. has the right to revisit the offer.
2. You will be on probation for 3 months from the DOJ. Your confirmation will be due in 3 months from the DOJ and will be based on your performance during this probation period.
3. You will be eligible for Gratuity as per the provisions of the Gratuity Act.
4. You will be eligible for provident fund programs as applicable and as per the relevant statutory requirements at that time.
5. Professional tax and income tax deduction at source (TDS) will be deducted based on individual declarations made and as per regulations prevailing from time to time.
6. Performance review is conducted as per HR policies
7. Notice period for leaving the organisation is 30 days from the date of resignation
8. Management reserves the right to restructure the salary component.

We are confident that you will find this new opportunity both challenging and rewarding.

Kindly accept the offer of employment by acknowledging the same with your signature.

Please provide us the following below document with Original for verification on the date of joining

- Education qualification Mark card copy
- Local Address Proof copy(Must)
- Aadhar Card Copy(Must)
- PAN Card Copy(Must)
- 3 Passport size photos

Thanks & Regards

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

Prashanth Shenoy Katpady
Director



Compensation Worksheet

Personal Details	Name	Sonali L.
	Notice Period Required	30 days
	Contact Numbers	9741270918
	CTC Period	September 2021 to June 2022
	Company	Mangalore Infotech Solutions Pvt. Ltd.
	Position	Software Engineer - Support
	Grade	IIC
	A Fixed Components Per Month	
A - Fixed Components	Basic Salary - Consolidated	15000
	Dearness Allowance	0
	Total - A	15000
B - Perquisites / Choice Pay	B Perquisites Per Month	
	House Rent Allowance	6000
	City Compensatory Allowance	3000
	Transport Allowance	1000
	Medical Allowance	
	Books Allowance	
	Special Allowance	800
	Leave Travel Concession	1000
Total - B	11800	
C Retirals Per Month	C Retirals Per Month	
	PF	1800
	Grand Total (A + B + C) Per Month	28600
D - ESI	Guaranteed Cash (A + B + C) Per Year	343200
	ESI per month	0.00
E - Variable Pay	Total D Per Year	0.00
	Annual Performance Compensation	26800
Other Benefits	Total CTC In Lakhs (Paysheet)	
	Medical Insurance	100,000.00
	Personal Accident Insurance	Floater Policy of Rs. 3 lakhs

1. The appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
2. The company may change the compensation components mentioned above based on Income Tax guidelines and company policies at any time.
3. The Performance Compensation will be paid out in the month of the Annual Appraisal, based on the performance

31/8/2021

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

Prashanth Shenoy
Director



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