



18th January 2021

Sub: Offer of employment by Pin Click

Dear **MALLIKARJUNA G S**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 4th August 2021.

The terms of our offer are as follows:

- 1 The details of your remuneration are attached herewith as Annexure A. Once the PPO is confirmed **4.8 LPA** is applicable and attaching herewith Annexure B.
- 2 Your initial posting as Pin Click employee will be at Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3 The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance.
- 4 You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5 While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15 days notice period or 15 days' salary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6 You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7 During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8 You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

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Mangaluru - 575 006
Page of 4

| | | | |
|-------------|--|-----------------------------|---------------------|
| | Name | MALLIKARJUNA G S | |
| | Designation | Associate Property Advisor | |
| | Department | Sales | |
| | Date of Joining | 4 th August 2021 | |
| | C & B CATEGORY | INR – Monthly | INR – Annual |
| A | Fixed Compensation | | |
| | Basic Salary | 6,000 | 72,000 |
| | House Rent Allowance | 5,000 | 60,000 |
| | Conveyance Allowance | 800 | 9,600 |
| | Medical Reimbursement | 1,250 | 15,000 |
| | LTC | 2,400 | 28,800 |
| | Children Education Allowance | 2,000 | 24,000 |
| | Special Allowance | 1,042 | 12,504 |
| | Sub-Total I / Gross Pay | 18,492 | 2,21,904 |
| | | Benefits | |
| B | PF Employee | 720 | 8,640 |
| | Gratuity | 288 | 3,456 |
| | Mobile Sim Provided by Company | 500 | 6,000 |
| | Sub Total II | 1508 | 18,096 |
| Total A + B | Cost to the Company | 20,000 | 2,40,000 |
| C | Performance Enhanced Incentives | 15,000* | 1,80,000* |

*Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

* The Offer/ Salary Is Subjective to Completion of Training

*Two-wheeler Is mandatory with valid driving license.

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Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and

| | | | |
|---------------------------|--|----------------------|--------------------|
| Name | MALLIKARJUNA G S | | |
| Designation | Associate Property Advisor | | |
| Department | Sales | | |
| Date of Joining | 4 th August 2021 | | |
| C & B CATEGORY | | INR - Monthly | INR - Annu. |
| A | Fixed Compensation | | |
| | Basic Salary | 7,500 | |
| | House Rent Allowance | 6,250 | |
| | Conveyance Allowance | 800 | |
| | Medical Reimbursement | 1,250 | |
| | LTC | 2,400 | |
| | Children Education Allowance | 2,000 | |
| | Special Allowance | 3,540 | |
| | Sub-Total I / Gross Pay | 23,740 | 2,8 |
| Benefits | | | |
| B | PF Employee | 900 | |
| | Gratuity | 360 | |
| | Sub Total II | 1,260 | |
| Total A + B | Cost to the Company | 25,000 | 3,0 |
| C | Performance Enhanced Incentives | 15,000* | 1, |
| | | 40,000 | 4,8 |

Note: *Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

* The Offer/ Salary Is Subjective to Completion of Training

*Two-wheeler is mandatory with valid driving license.


- Gross Pay is prior to tax being deducted at Source from the salary. Professional tax and Employee contribution towards PF, ESIC as applicable.

accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at

Click Property Management Pvt Ltd.,

Mr. Manik
KinraCo Founder


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pin click

Letter of Intent

The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.

The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with PinClick I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: MALLIKARTUNA E.S

Signature: Mallikarjuna E.S

Date: 19-01-2021

Anticipated Start Date: 04-08-2021

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