

26th September, 2020

To,
Ms. Deepthi Vibha

Dear Deepthi

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first three month (including training) you would be paid remuneration of Rs.25,000/-pm. If target of first three month is achieved (100%) then your salary will be revised to Rs.40,000/-pm (As per below table) effective from fourth month.

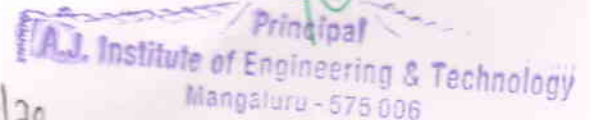
| Particulars | (Amount in Rupees.) | |
|--|----------------------------------|--------------------------------------|
| | For 1 st three months | Effective from 4 th Month |
| Basic Salary | 15,050 | 16,000 |
| House Rent Allowance | 1,505 | 8,000 |
| Transport Reimbursement | 1,600 | 1,600 |
| Telephone Reimbursement | 500 | 500 |
| Statutory Bonus (Paid Monthly) | 1,254 | 1,400 |
| Special Allowance | 5,091 | 12,500 |
| Total | 25,000 | 40,000 |
| Daily Travel Reimbursement | 3,000 | 3,000 |
| Performance Incentive (Payable based on the achievement of Monthly targets) | 10,000 | 10,000 |
| Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year) | 2,000 | 2,000 |
| Total | 40,000 | 55,000 |

Regards,
Jaro Education



Sushant Malliya
General Manager - Human Resource

I agree to the above terms & conditions  Dated 30/09/20


Principal
Jaro Institute of Engineering & Technology
Mangaluru - 575 006

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