

401 (69)



Mr. Pavan Kumar
S/o. Shekar Suvarna
Yeyyadi gundalike
Mangalore

Sub: Employment offer with Accord Software & Systems Private Limited

Dear Mr. Pavan:

This is in continuation to the recruitment process for the position of "Engineer Trainee-Systems" in our Company.

We are pleased to offer you the position of "Engineer Trainee-Systems" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

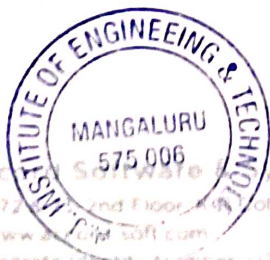
You will be paid monthly salary of Rs.35,000/- (CTC Thirty-five thousand rupees only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	16000	Taxable
House Rent Allowance	6400	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	2000	Taxable
Special Allowance	3730	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	1600	Taxable/Non-Taxable
Total Salary Payable (As applicable)	29730	
Additional benefits		
Employer Contribution to Provident Fund	1920	Non-Taxable
Gratuity	800	Non-Taxable
Lunch Coupon	1300	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1250	Non-Taxable
Total additional benefits	5270	
Cost To the Company (CTC)	35000	

The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances

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