

MISPL/HR/2022/270  
2022-07-08

**Employment Offer Letter**  
(CONFIDENTIAL)

Dear Aishwarya,

We are pleased to extend an offer of employment to you to join Mangalore Infotech Solutions Private Limited (the "Company") on the following terms and conditions (the "Offer"), referred to as the "Agreement":

You will be employed by the Company for the position of **Software Engineer - Support**.

Your employment with the Company will be subject to your acceptance of this Offer. This Offer will expire if you have not accepted the same on or before 5 business days from the date of issue. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for, by the Company.

The first 3 months of your employment has an embedded internship during which you will be paid a stipend of Rs. 12,000/- per month. Statutory considerations such as PF & Gratuity will not be applicable during this period.

**1. Commencement Date**

Your employment with the Company will commence on **2022-07-11** which could be subject to change.

**2. Appointment Letter**

You will be issued a letter of appointment after completing joining formalities at the time of your joining.

**3. Probation Period**

Your employment will be subject to three (3) months' initial probationary period which shall commence from the Commencement Date. The Company reserves the right to revise or extend the probationary period depending on your performance and/or other consideration. Upon expiry of the probationary period (including any extensions thereof), unless the Company informs you in writing, your employment shall stand confirmed 5 automatically at the end of the probationary period. During the probationary period your employment can be terminated by either party by serving two (2) weeks' notice or pay in lieu thereof. Further details are provided in the HR Policy which will be made available at the time of joining.

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

Annexure

**Compensation Worksheet**

MISPL/HR/2022/270

08-Jul-2022

Name	Aishwarya
Notice Period Required	60 days
Contact Numbers	7338643903
CTC Period	July 2022- June 2023
Company	Mangalore Infotech Solutions Pvt. Ltd.
Designation	Software Engineer - Support
Grade	IIC.

Components	Per Month	Annual
Basic	₹15,085	₹181,020
House Rent Allowance	₹6,034	₹72,408
Leave Travel Concession	₹1,810	₹21,720
Special Allowance	₹3,202	₹38,424
<b>GROSS EMOULMENTS</b>	<b>₹26,131</b>	<b>₹313,572</b>

**Other Benefits**

Employer Contribution to EPF	₹1,800	₹21,600
Annual Performance Compensation		₹26,125
Gratuity		₹8,703
<b>COST TO COMPANY (CTC)</b>		<b>₹370,000</b>

**Additional Benefits**

	Insured Amount
Medical Insurance (including Spouse)	₹100,000
Personal Accident Insurance	₹400,000

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

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

K. Prashanth  
Director

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

