

2-5

Recruitment Process V18.0



Warm Welcome

11 March 2022

Name: Harshith Kumar S

Applicant ID: 3742

Mailing Address: harshithkumar2412@gmail.com

Sub: Letter of Appointment

Dear Harshith Kumar,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 01 August 2022

Location: Bangalore

You will be reporting to V Madhusudana D Rao

Total Compensation: Your Total Compensation will be Rs. 509,893.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Medclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Medclaim Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

Principal  
A.J. Institute of Engineering & Technology

**ANNEXURE-I**

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	1,80,000	Paid monthly
2	House Rent Allowance	72,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbusement	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	15,000	Paid monthly
7	Other Allowance	54,346	Paid monthly
	<b>Annual Gross Salary (Total of components 1 to 7)</b>	<b>3,67,546</b>	
8	Provident Fund (Employer's Contribution)	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	7,200	Paid directly by the Company
10	Gratuity	8,654	Paid directly by the Company
	<b>Total Fixed</b>	<b>4,05,000</b>	
11	Variable Pay I	45,000	Paid at the end of the year based on Individual performance
	<b>Total CTC per annum</b>	<b>4,50,000</b>	

Group Medical insurance coverage is Rs. 4,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,

Nandakishore K  
Group Manager Operations

I accept the Offer as outlined above

[Signature]

[Name]

[Date]

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