

SCS/HR/23/01/2023

Personal and confidential

Yashaswi Puthran
Mangalore

Dear Yashaswi Puthran,

Congratulations! We are pleased to offer you the position of **Trainee - Software Engineer**. Your Total Compensation Cost per annum is **Rs 3,70,000/-**

To confirm your acceptance of this offer, you are required to communicate via email to deepa@specbee.com on or before **25th January 2023**.

Your appointment will be effective on your joining date. If you do not confirm your acceptance, this offer will be withdrawn.

Your reporting time on the joining date is at **10:30 AM**.

Other terms and conditions

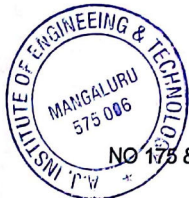
We are a distributed organization head quartered and having registered offices in Bangalore. You are allowed to work remotely from home or a co-working space upon request. A good internet connection is mandatory for which you will be provided a sum of **INR 1,000** (INR One thousand only) per month in addition to your annual CTC.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone

Code of conduct

You will abide by the applicable rules and regulations in force from time to time

You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of Specbee Consulting Services Pvt Ltd and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information



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

SPECBEE CONSULTING SERVICES PVT LTD

NO 175 & 176, Bannerghatta Main Rd, Dollars Colony, Phase 4, J. P. Nagar, Bengaluru,
Karnataka 560076

ANNEXURE – A

Salary Components	Monthly (INR)	Annual (INR)
Basic Salary	13,700.00	1,64,400.00
House Rent Allowance (HRA)	5,480.00	65,760.00
Conveyance Allowance	1,600.00	19,200.00
Medical Reimbursement	1,250.00	15,000.00
Leave Travel Allowance (LTA)	1,250.00	15,000.00
Bonus	2,740.00	32,880.00
Special Allowance	2,510.33	30,124.00
Gratuity	659.00	7,908.00
Certification	-	-
Employer's Provident Fund (PF) @12 % of Basic Salary	1,644.00	19,728.00
Total Fixed Gross Salary	30,833.33	3,70,000.00

Total Cost to Company

- 3,70,000.00

Note: The above does not include any tax deductions. Taxes will be deducted as applicable at source.

All reimbursements shall be drawn as per company rules subject to submission of receipts. Any tax liability arising out of the payments / reimbursements now or in the future due to changes in income tax provision shall be borne by you.

FOR SPECBEE CONSULTING SERVICES PVT LTD



PRASHANTH V SHETTY

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