

Mr. Basavaraj U Kurubara  
S/o. Umesh Kurubara  
No. 6/205, Krishna Sadana,  
Shubash Chandra Nagar,  
Kulaj, Mangalore - 575019.

**Sub: Employment offer with Accord Global Technology Solutions Private Limited.**

Dear Mr. Basavaraj,

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

We are pleased to offer you the position of "Engineer Trainee - Software" 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 and 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	17000	Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	6710	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	1700	Taxable/Non-Taxable
<b>Total Salary Payable (As applicable)</b>	<b>28410</b>	
<b>Additional benefits</b>		
Employer Contribution to Provident Fund	2040	Non-Taxable
Gratuity	850	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
<b>Total additional benefits</b>	<b>6590</b>	
<b>Cost To the Company (CTC)</b>	<b>35000</b>	

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