



- Enterprise Application Management
- Technology Infrastructure Management
- Technology Consulting

Date: 03-May-2023

Ms. Sinchana B R (4JK19IS057)

Dear Sinchana B R,

Sub: Offer of Appointment

We are impressed with your credentials and pleased to offer you an appointment in WebWings Global Solutions Pvt. Ltd. (hereinafter referred to as "WebWings" or the "Company" as the context may require), as a **Software Engineer**.

Your "Annual Compensation" stack up is attached herewith as Annexure A. Your total compensation inclusive of all benefits will be **4,80,000.00 INR (Four Lakh Eighty Indian Rupees only)** per annum and will be subject to a deduction of tax at source in accordance with the prevailing laws if applicable. Your initial learning & probation period will be for six months starting from the date of your joining.

Upon joining the services of the company you are required to execute an Employment Agreement & indemnity bond governing the terms and conditions of your employment with WebWings.

You have been made an offer based on the information provided by you in your application form and CV. In case of any discrepancy / information found untrue, then the Company has the right to withdraw the offer / terminate the services during your employment without notice. Your employment with the Company can be terminated by Sixty (60) days notice in writing from either side, or Sixty (60) days pay in lieu of notice, as may be determined by the Company.

You are expected to join the service on **19th Jun 2023 at 11 am** in our delivery centre at the address given below.

Business Unit Location:

WebWings Global Solutions Pvt. Ltd.
Third Floor, Enzyme Opal,
L-152, 14th Cross, 5th Main, Sector 6, HSR Layout,
Bangalore - 560102

Ph: +91-80-48722944 / +91-9486138873

Report To: Mr. Dinesh Mani - +91 9486138873

At the time of joining, you are requested to submit a copy of the documents as per list mentioned in Annexure A.

Principal,
Institute of Engineering & Technology
Mangaluru - 575 006

WebWings Global Solutions Pvt. Ltd.

01-125, First Floor, Block L, Embassy Tech Village, Bellandur, Bangalore - 560103, KA, India
T: +91 80 48722944 / +91 9486138873 | W: www.webwings.in | E: info@webwings.in
Registered in India - U72200TZ2013PTC019235



- Outcomes Driven Technology Implementation
- Business Application Development
- Enterprise Application Management
- Technology Infrastructure Management
- Technology Consulting

Annexure A

Designation: Software Engineer - Probation Period (Ideally 6 months from the date of joining. May be extended or shortened depending on the individual's performance.)

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	15,000	1,80,000
House Rent Allowance	7,500	90,000
Food Allowance	2,200	26,400
Personal Allowance	3,500	42,000
Employer Contribution to Provident Fund	1,800	21,600
Total Per Month: (A)	30,000	3,60,000
Total Annual Benefits (B)		3,60,000
Total Cost to the Company		3,60,000

Designation: Software Engineer (Post probation period.)

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	20,000	2,40,000
House Rent Allowance	10,000	1,20,000
Food Allowance	2,200	26,400
Personal Allowance	4,800	57,600
Employer Contribution to Provident Fund	3,000	36,000
Total Per Month: (A)	40,000	4,80,000
Total Annual Benefits (B)		4,80,000
Total Cost to the Company		4,80,000

Principal,
Institute of Engineering & Technology
WebWings Global Solutions Pvt. Ltd. Bangalore - 560102