

18<sup>th</sup> February 2025

Mr. Samir Ramdas Bante,

24, Devkinandan Nagar,  
Hudekeshwar Road Nagpur, 440034

**OFFER LETTER**

Dear Samir Ramdas Bante,

We are pleased to offer you the position as **Associate Ecommerce** as per the terms and conditions discussed with you. If you agree to these terms, we would like you to join our company on **3<sup>rd</sup> Mar 2025**. As per company policy you would be required to sign a standard Non-Disclosure Agreement to protect classified/ proprietary information at the time of joining and declarations related to agreement with Orange Mantra ethics and no conflict of interest policy.

On the date of your joining, you are required to submit the scanned copy of the following documents:

1. Relevant copies of Academic/Professional Attainments and work experience.
2. Appointment/ Relieving Letter of your Previous Organization.
3. One Passport Size Colored Photograph along with 1 copy of PAN Card or Aadhar Card.

**Please confirm by email as acceptance of your terms of employment.**

We will be proud to have you as a member of our team to jointly make Orange Mantra an admired Software Company.

Looking forward to your joining with us.

Thank you.

Best wishes & regards



For OrangeMantra  
Mansi Sondhi

## Annexure – A

Samir Ramdas Bante  
Associate Ecommerce

Compensation Structure		
Components Of Emoluments	Monthly (INR)	Annually (INR)
Basic Pay	16167	194000
House Rent Allowance	8083	97000
Special Allowance	5443	65320
Gross Income	29693	356320
Benefits		
Provident Fund (Employer's Contribution)	1800	21600
LWF (Employer's contribution)	62	744
Gratuity	778	9336
Total Benefits	2640	31680
Deductions		
Provident Fund (Employee's Contribution)	1800	21600
LWF (Employee's Contribution)	31	372
Mediclaim	800	9600
Total Deductions	2631	31572
Monthly In-Hand	27062	324748
CTC	32333	388000

- \* Gratuity will be payable as per Gratuity Act 1972
- \* Mediclaim Insurance coverage for 3 Lac per annum.
- \* Tax will be deducted as per the rules applicable.