

Oct 14, 2022

Mr. Manoranjan Sahoo,  
At/Po-Saragadia, Via-Charampa, Dist-Bhadrak, Odisha 756101

Dear Manoranjan,

Congratulations! Subsequent to the discussions we had with you recently, it is a sincere pleasure to make you an offer in our organization. Please find the details below:

**Position:** Senior Member Technical

**Grade:** G2L2

**Date of Joining:** On or before October 17, 2022

**Compensation:** Gross compensation of Rs 1250000/- (Rupees Twelve Lakhs and Fifty Thousand Only) per year including 12% Fixed bonus annually, which is paid quarterly. Details are attached.

**Notice Period:** In case of termination / resignation of services, either party will be required to give a three month notice in writing.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

You are required to sign a copy of this letter confirming the acceptance and compliance of the terms of offer and policies existing and modified from time to time. If this does not reach us within 5 days, then this offer of employment is liable to be invalid.

Please find the details of the terms & conditions of this offer attached. Please note that this is intended to be kept strictly confidential.

Once again, let me express our unanimous excitement at the prospect of you joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,



Rajita Singh  
Head Human Resources

Accepted

---

Manoranjan Sahoo

**Details Of Salary**

Name : Manoranjan Sahoo

Position : Senior Member Technical, G2L2

A. Monthly Salary	Rs. / pm	Rs.
<ul style="list-style-type: none"><li>• Basic Salary</li></ul>	32161	
<ul style="list-style-type: none"><li>• House Rent Allowance</li></ul>	12864	
<ul style="list-style-type: none"><li>• Flexible Benefits</li></ul>	9648	
<ul style="list-style-type: none"><li>• Project Allowance / Special Allowance</li></ul>	26452	81125
 B. Advance Bonus	 5360	 5360
 C. Standard Benefits		
<ul style="list-style-type: none"><li>• Provident Fund (12% of Basic Salary)</li></ul>	3859	
<ul style="list-style-type: none"><li>• Gratuity</li></ul>	1546	5405
 Gross Monthly Salary		91890
 Total Yearly Salary		1102679
 Bonus (12% of Yearly Salary)		132330
 Sodexo		15,000
 Gross Yearly Compensation		1250000

