



Population Health Management Solutions

Ref ZE/OL-094/2021-22

Date: 17th November 2022

Place: Bangalore

To,
Mr. Dilip Kumar S
Bangalore

Dear Dilip,

This is with regard to your interview with ZeOmega Infotech Private Ltd. We are pleased to offer you a probationary position with ZeOmega as **"Software Developer"**. This probationary position will be for Six months from your start date. Your probationary period may be extended or reduced at the sole discretion of the Management. On satisfactory completion of your probationary period the Management may absorb you as a permanent employee of the company subject to company need, administrative rules and regulations.

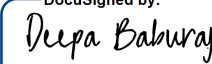
As a probationary employee of ZeOmega you will receive annual CTC of **Rs. 5,50,000/-** (Five Lakhs Fifty Thousand Only) and this is subject to Tax deductions etc as per law applicable from time to time. You will receive employment benefits as per company policies. Please find the enclosed Annexure for Salary Breakup. This offer is contingent on any background checks the company may conduct and the company reserves the right to take appropriate action if information furnished is false.

If you accept this offer, please mail / return signed copies of the offer letter and the accompanying documents to the address below along with a preferred start date, that is not later than **21st November 2022**. You are also required to submit the documents listed in Attachment 2 – Required Documents not later than your start date.


Please note if you leave employment with ZeOmega **within 2 years** from the date of joining you shall pay a **penalty Rs. 1,00,000/-** as against the cost spent on training by the company.

If you have any questions, please contact Ms. Shikha at 080-42432000

Sincerely,

DocuSigned by:

DC9A1C8736114B6...
Deepa Lakshmi Baburaj
Director- Human Resources

Read the above terms
& conditions for my
appointment in the
Company and I here
with accept the same

DocuSigned by:

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(Mr. Dilip Kumar S)



Attachments:

1. Employment Agreement
2. List of Documents to be furnished by Candidate
 - a. 2 Photocopies of Educational Certificates
 - b. 2 Photocopy of Passport (If you have)
 - c. 5 Passport Size Photographs
 - d. 2 Copies Appointment Letter, Relieving Letter and Experience Letter of previous 2 employers.
 - e. 2 Salary Certificate or Latest Salary Slip of previous 2 employers
 - f. 2 Copies of PAN Card
 - g. 2 Copies of Aadhar Card
 - h. 2 copies Address Proof (Copy of Ration Card, Passport, DL, Voter ID Card)

Accepted the above order with terms and conditions as stipulated above and in Attachments to this Offer letter.

Preferred Start Date: _____

Name: _____
Signature: _____
Date : _____

DocuSigned by:
Dilip Kumar Selvam
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DocuSigned by:
Deepa Baburaj
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**ANNEXURE****Ref: ZE/OL-094/2021-22****Date: 17-11-2022**

Name : Mr. Dilip Kumar S
 Designation : Software Developer
 DOJ : 21-Nov-22
 Band : A3

Component	Per Annum (Rupees)	Per Month (Rupees)
Component A		
Basic Salary	2,75,000	22,917
Component B		
Flexible Benefit Plan (FBP)	1,78,429	14,869
Total Fixed (A+B)	4,53,429	37,786
Component C – Bonus		
Performance Linked Bonus	46,750	3,896
Total Bonus	46,750	3,896
Retirals		
Employer's Contribution to PF	21,600	1,800
Total Retirals	21,600	1,800
Benefits		
Medical Insurance	15,000	1,250
Gratuity (Statutory Benefit)	13,221	1,102
Total Benefits	28,221	2,352
Total CTC	5,50,000	45,834

Flexible Benefit Plan (FBP) includes:

HRA
LTA
Food Coupons
Children Education
Special Allowance

PF Contribution: Any one option can be chosen

1. Continue to retain Rs.1800pm (Rs.21600pa)
2. 12% of basic salary per each contribution

Performance Linked Bonus is applicable as per Company Policy

Gratuity is as per Company policy

IT will be deducted as per the Income Tax Act

Medical Insurance is applicable as per Company Policy

Refer to Compensation Policy document for more details

DocuSigned by:

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DocuSigned by:

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86, Palyam House, South End Road, Basavanagudi, Bangalore, 560004.

Ph: 91-80-42432000 / 26621089 Fax: 080-42432010.

Website: <http://www.ZeOmega.com>