



Offer Letter

18th Oct 2021

To,
Rahul Gupta
Mumbai

Dear Rahul

Subsequent to our meetings and on behalf of People Interactive (I) Pvt Ltd., we are pleased to offer you the position of Management Trainee (Band Young Talent - YT) at our Mumbai HO

As discussed, you will be paid an annual CTC of Rs. 1,100,000 /-. The CTC is detailed in the attached Annexure 1.
We look forward to have you on board on or before June 1, 2022

Upon joining the services, you will receive a set of joining forms from HR team along with your appointment letter. You are required to submit following documents, joining forms and acknowledged copy of appointment letter within 3 working days. Please note that your official appointment is subject to verification of your references.

Documents required from your end are as follows:

Sr	Document Name	Document Specification
1	2 passport size photos	1 for employment details form, 1 for Bank a/c opening
2	Experience Certificates (photocopies)	Experience letter/relieving letter of previous employments. Not applicable to freshers
3	Relieving letter or Resignation acceptance from last	This is required to substantiate the last working day in previous employment

Please send us a mail confirming the acceptance of this offer within 48 hours or 2 working days, if we do not receive your confirmation within the stipulated time, your offer stands null & void.

Your confirmation states that you are committed to joining us on the agreed date of joining & we consider this position as closed.

Welcome Aboard!

For People Interactive (I) Pvt Ltd.

Authorised Signatory

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Annexure 1

BREAKUP OF COST TO COMPANY (CTC)

Name	Rahul Gupta
Designation	Management Trainee
Band	Young Talent
Level	Trainee

Description	Rupees Per Annum	Rupees Per Month
(A) FIXED COMPONENTS		
Basic	557712	46476
HRA	278856	23238
Provident Fund - Employer Contribution	21600	1800
Leave Travel Allowance	48000	4000
Total (A)	906168	75514

(B) REIMBURSEMENTS		
Reimbursement	165000	13750
Total (B)	165000	13750

(C) INCENTIVES		
Performance Linked Incentive (PLI)	0	-
*Indicative Incentives (achievement based)	0	
Total (C)	0	-

(D) STATUTORY & OTHER BENEFITS		
Medical & Accident Insurance	2000	-
Gratuity (As per the Payment of Gratuity Act 1972)	26832	-
Total (D)	28832	
COST TO COMPANY (CTC) = (A + B + C + D)	1100000	

Note:

- Employee's contribution to Provident Fund (if opted), Professional Tax, ESIS and Income Tax will be deducted as applicable.
- PLI if applicable will only be paid if the employee is working with the Company until the last day of the PLI period and it is calculated based on the Performance Management System of the Company.
- Indicative Incentives are calculated based on target achievement and it may differ based on individual achievement, please refer incentive plan for more details.
- Employees, spouse and 2 children will be covered for Medical Insurance facility on floater basis for Rs. 3,00,000/-
- Employees will also be covered against personal accident for Rs. 5,00,000/-

For People Interactive (I) Pvt Ltd.

Authorised Signatory

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