

29/07/2025

**Akash Gund,**  
550 B/561, Solapur, Mangalvedha Road,  
Solapur Maharashtra  
413002

**Mobile:** +919156917179  
**E-Mail ID:** akashgund2105@gmail.com

**Offer Letter**

Dear Akash,

This is further to our discussions and interview held at Head Office - Pune. We are pleased to inform you that you have been selected and hereby offered a position with SoftTech Engineers Limited, brief details of which are as follows:

**Designation** : Junior Associate - Development  
**Appointment Date** : On or Before Monday 01 September, 2025  
**Compensation** : ₹ 5,50,000.00 per Year  
**Location** : Pune

This offer stands valid till Monday 04 August, 2025

On your joining you must furnish the following.

1. Relieving letter from all the previous employers (If applicable)
2. Salary Certificate/Tax Deduction Certificate from your previous employer. (If applicable)
3. Attested copies of all certificates (School, College & Professional Education)
4. Medical fitness certificate. (From Family Doctor)

The offer is subject to, satisfactory verification of all documents and certificates submitted by you, as per your profile shared with SoftTech.

Yours truly,  
**For, SoftTech Engineers Limited**



**Rahul Deokar**  
**AVP - Human Resources & Admin**



**SoftTech Engineers Limited**

CMMi/3, ISO 9001: 2015

CIN: L30107PN1996PLC016718

Registered Office : SoftTech Towers, 1 Baner Rd, Opp. Royal Enfield Showroom, Baner, Pune, Maharashtra 411045

☎ +91 20 67183711    ✉ enquiries@softtech-engr.com    🌐 www.softtech-engr.com

| <b>SALARY ANNEXURE</b>   |                                |                  |
|--|--------------------------------|------------------|
| <b>Employee Name</b>   | Akash Gund                     |                  |
| <b>Designation</b>   | Junior Associate - Development |                  |
| <b>Grade</b>   | A2                             |                  |
| <b>W.E.F</b>   | Monday 01 September, 2025      |                  |
|  |                                |                  |
| <b>Particulars</b>   | <b>Per Month</b>               | <b>Per Annum</b> |
| <b>Basic</b>   | 15000                          | 180,000          |
| <b>Flexible Component:</b>   |                                |                  |
| * Housing Rent Allowance (HRA)   | 6000                           | 72,000           |
| * Academic Pursuit Reimbursement   | 1000                           | 12,000           |
| * Dress and Attire Reimbursement   | 2000                           | 24,000           |
| * Telephone Reimbursement  | 1500                           | 18,000           |
| * Internet Reimbursement   | 1000                           | 12,000           |
| * Supplementary Allowance  | 11396                          | 136,752          |
| <b>Bonus</b>   | 1250                           | 15,000           |
| <b>Gross Salary (A)</b>  | <b>39146</b>                   | <b>469,752</b>   |
| <b>Less: Deduction (B)</b>   | <b>2000</b>                    | <b>24,000</b>    |
| EPF - Employee's Contribution  | 1800                           | 21600            |
| Professional Tax   | 200                            | 2400             |
| <b>Net Payable salary (A-B) - Subject to Taxes</b>   | <b>37146</b>                   | <b>445,752</b>   |
| <b>RETIRALS (C)</b>  |                                | <b>30254</b>     |
| EPF - Employer's Contribution  | 1800                           | 21,600           |
| Gratuity (Payable after completion of 5 years)   | 721                            | 8,652            |
| <b>VARIABLE (D)</b>  |                                | <b>50,000</b>    |
| Performance variable to be paid yearly against set KRA (The variable payout will be decided on your successful completion on a year to year basis) |                                | 50,000           |
| <b>TOTAL COST TO THE COMPANY (A+C+D)</b>   | <b>INR</b>                     | <b>5,50,000</b>  |




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