

Date: 06th November 2024

To,

Mr. Akhilesh Kumar
S/o Mr. Shyam Lal
Belsar, P.O. Gaur, Dist.: Basti
Uttar Pradesh-272163
Email ID: akhileshkumarbst0@gmail.com
Phone No. +91 7235063675

Provisional Offer of Employment

We welcome you to join our organization as a “Software Engineer” on deputation to “Eduspace Technologies Private Limited” on the following terms & conditions:

1. Your employment is expected to start from **02nd December 2024**.
2. Your annual TCTC will be **INR 5,00,700/-** (INR Five Lacs Seven Hundred Only).
3. During the working period, your service may be deputed to any of our clients to do work pertaining to/incidental to the client's business, at any of their locations within India.
4. Please note that this is the provisional offer letter of employment for a minimum of 06 months, subject to extension on a performance basis, and is not to be construed as an appointment letter. During the probation period or such extended period of probation, your services are liable to be terminated at any time, without notice and without assigning any reason whatsoever, without any payment of compensation in lieu thereof.
5. After the expiry of the probation period, your confirmation shall notify you in writing. Till such time, your services will remain on probation.
6. You will be required to sign a bond committing to serve the organization for a minimum period of 36 months. In the event you choose to leave the organization before the completion of this period, you will be liable to pay a penalty equivalent to **INR 50,000/-** (INR Fifty Thousands Only) as a reimbursement for the training and resources invested in your employment.

A detailed appointment letter would be sent to you that will outline the detailed terms of employment.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the provisional offer.

Wishing you the very best!!!

For Eduspace Technologies Private Limited

EDUSPACE TECHNOLOGIES PRIVATE LIMITED

Ground & Second Floor H-146 & 147
Sector 63, Noida-201301 (U.P) India

(Authorized Signatory)

Akhilesh Kumar
Accepted by Akhilesh Kumar

Eduspace Technologies Pvt. Ltd



www.proctur.com
+91-9971839153

Address :

- Ground Floor & 2nd Floor, H-146 & 147, Sector 63, Noida, U.P. 201301

Eduspace Technologies Private Limited

Annexure-1

Name	Akhilesh Kumar
Designation	Software Engineer
Location	Noida

Components	Amount in ₹.	
	(Monthly ₹)	(Annual ₹)
A. Fixed Pay		
Basic	17,000	2,04,000
HRA	6,800	81,600
Other Allowance	8,125	97,500
Medical Insurance Premium	275	3,300
Total- Fixed Pay (A)	32,200	3,86,400
B. Retirals		
Employer PF	1,800	21,600
Total- Retirals (B)	1,800	21,600
C. Incentives		
Performance linked incentive	0	32,700
Retention Incentives	0	60,000
Total- Incentives (C)	0	92,700
Total CTC (A+B+C)	34,000	5,00,700

Note:

1. The income tax calculation is provisional and based on the current Income Tax Rules. Any changes in these Rules will affect the income tax projections (if applicable).
2. Employees covered under ESIC will not be covered under the Medical Policy.
3. For Provident Fund contributions, Basic Salary and other statutorily applicable allowances will be considered. Therefore, the actual contribution may vary from the illustration provided in Annexure 1.
4. The insurance premium and coverage amount are subject to revision based on the company's policy.
5. In case of loss or damage to company property, any penalty related to the loss will be deducted on an actual basis.
6. Deductions and taxes will be based on actuals.
7. PLI (Performance Linked Incentive) is based on individual performance, business/functional performance, and company performance. It will be payable annually. Employees who have been with Proctur for at least one year from the date of joining (DOJ) or the revised CTC structure, and who are not serving their notice period at the time of disbursement, will be eligible for PLI and other components.
8. Retention Incentive get released after successful completion of 36 months from the DOJ and who are not serving their notice period at the time of disbursement.

Yours Truly,

EDUSPACE TECHNOLOGIES PRIVATE LIMITED

Ground & Second Floor H-146 & 147
Sector-63, Noida-201301 (U.P) India

HRD - Eduspace Technologies Private Limited