



24-12-2023

Naveen Kumar
Madanapalli

Dear Naveen Kumar,

We are pleased to make you an offer for the position of Territory Head (Project Coordinator) in our organization.

You shall be paid a compensation of Rs.563247/- (Five lakh, sixty-three thousand, two hundred and forty-seven Only) per annum. The details are set out in the annexure.

The detailed appointment letter along with the Employment Contract will be given to you on your joining the company.

You will be based at Bangalore,KA and you will report for your work and assignment to the Genral Manager.

You are requested to sign the duplicate of this letter as a token of your acceptance and report for joining on or before 30-12-2023

We welcome you to our organization and wish you a very successful career with us.

Yours Sincerely,
for Sambhav Foundation

Accepted

Gayathri Shanker
Head - People & Culture

Naveen Kumar



Annexure	
Name	Naveen Kumar
Designation	Territory Head (Project Coordinator)
Location	Bangalore,KA
Components	CTC Per Annum (in INR)
Basic Salary	100
House Rent Allowance	10
Special Allowance	20
Gross Salary	30
Employer Provident Fund	2
Employer Insurance (GPA+GMC)	10
Total CTC	Total CTC

1. The entitlements are subject to company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.
2. These entitlements shall cease upon the termination of your employment with Sambhav Foundation. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with your local HR team for details.
3. Insurance Coverage:
 - Medical Group Insurance - Rs. 5.0 Lakh per annum (Employee, spouse and 2 dependent children upto 21 years of age will be covered under floater policy)
 - Personal Accidental Insurance - Rs. 7.0 Lakh per annum coverage
4. Tax is applicable as per norms
5. Your compensation remains strictly private and confidential between the company and you, this must not be disclosed to others.

Yours Sincerely,
for Sambhav Foundation

Accepted

Gayathri Shanker
Head - People & Culture

Naveen Kumar