



2023-12-25

Anish Duby
Madanayakana Halli, Bangalore

Dear Anish Duby,

We are pleased to make you an offer for the position of MIS in our organization.

You shall be paid a compensation of Rs.360000/- (Three lakh, sixty thousand 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
Batool Fatima.

You are requested to sign the duplicate of this letter as a token of your acceptance and report for joining on or before 2023-12-25

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

Anish Duby



Annexure	
Name	Anish Duby
Designation	MIS
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

Anish Duby