

To,

Mr/Ms.

Dear KRISHNA GAJULA,

Sub : Your compensation for the year 2018-2019.

We are pleased to inform you that you have been appointed as ' Jr. Software Developer 'and effective 2/21/2019 the following changes will be effected in your Professional Fees and allowances payable to you based on your performance and as per ICS Guidelines and terms and conditions.

Category : Professional Services Contract Agreement.	
Designation:Jr. Software Developer	Grade:IV
Probation:3 Month	

Description	Monthly	Annual	Remarks
Professional Fees	11114	133368	
Other Benefits :			
Insurance (Approx.)	200	2400	
Reimbursement of Mobile Exps.	NA	NA	
Quarterly Bus / Train Pass (any one applicable) Approx	300	3600	Note 2
ESIC	NA	NA	
Vehicle/Conveyance	0	0	
Performance Based Pay	NA	NA	
Travel Allowance/Daily Allowance(TA/DA)	NA	NA	Note 3
Total	11614	139368	
Notes	Note number 1-3 is applicable only if mentioned in remarks column		
	1. ICS will provide GSM Sim Card with Data (Internet) for official work with maximum permissible value attainable. However ICS Shall offer best suitable plan which can be lower than the mentioned mobile allowance.		
	2. Payable against submission of original quarterly bus / train pass duly approved by reporting head.Monthly pass not applicable.		
	3. Applicable TA / DA rates & Overtime shall be as per WI/A/15 per month, variable according to specific project assignment		
	4. Professional Fees is on manmonth basis, where manmonth equal to calendar month i.e;(28/30/31) days		
	7.Your Professional Fees includes 10% of TDS factor.		
	8.Your services are liable to be transferred in such capacity that management may determine to any other department / branch under the same management or same principles.		
	9.In such cases, you will be governed by the terms & conditions of service Applicable.		
	10.You will be liable to be deputed to such branches / projects for periods as may be decided by the management from time to time.		
	11.No Compensatory off is applicable in case of working on Sundays.		

We thank you for your contribution towards the growth and development of the organisation and trust you will continue the same with more zeal and enthusiasm.

We wish you all the best and a bright future.

Thanks and regards,

Dr. Sundar Kataria.
Chairman & Managing Director

Lets Work Towards Brand Quality to Become A World Class Certification Body..