



Pranjal Pathak

February 13th, 2023

Bengaluru

Dear Pranjal,

We are pleased to offer you a position at **Nabler Web Solutions Private Limited** on the following terms and conditions:

- 1. Position: Web Analyst**
- 2. Band: A**
- 3. Location: Bengaluru**
- 4. Reporting to: Pooja Jayakumar**
- 5. Compensation:** Your annual compensation will be **INR 10,40,000/-** per annum. This salary will be reviewed as per Company Policy.
- 6. Joining Date:** Your date of joining will be **March 14th, 2023**.
- 7. Acceptance:** Your formal acceptance of these terms & conditions should be confirmed by countersigning & returning the enclosed copy of this letter.
- 8. Formal Employment Agreement:** The formal employment agreement will be issued upon acceptance of the Offer Letter.

We will be happy to guide you with the other applicable policies on acceptance of the offer.

For **Nabler Web Solutions Private Limited**,

Accepted

Garima Rastogi

Pranjal Pathak

Manager – People Functions

Nabler Web Solutions Pvt. Ltd.

5th Floor, Prestige Ferozes, No. 74, Cunningham Road, Vasanth Nagar,
Bangalore- 560052

Email: info@nabler.com Tel: +91 80 4937 2900

www.nabler.com

CIN: U72900KA2005PTC036445

SALARY STRUCTURE		
Name	Pranjal Pathak	
Designation	Web Analyst	
Salary Components	Monthly	Annual
Basic	34667	416000
HRA	13867	166400
Statutory Bonus	0	0
Employer's contribution to PF	1800	21600
LTA	2888	34653
Medical Insurance Premium	600	7200
Special Allowance	32846	394147
Fixed Pay [A]	86667	1040000
Cost To Company (All Inclusive)		1040000
Monthly Deductions		
PF	1800	
PT	200	
LWF	0	
Medical Insurance Premium	600	
Total Deduction	2600	
Net Pay	82268	
Benefits		
Medical insurance	500000/-	
Life insurance coverage	3*CTC OR a minimum pay-out of 20 lakhs & a maximum pay-out of 60 lakhs depending on your CTC.	
Parental Insurance	Optional	
Gratuity	As per prevailing government norms	
Leave Encashment upto	15 days	On Basic
Shift Allowance	Based on Project allocation	
Food Coupon (tax exemption component)	Rs. 2200/- per month	Optional
Reimbursements for public transport commute via Bus or Metro	Upto 525/- per month	If applicable
Fitness Reimbursement	Upto 500/- per month	If applicable
Internet reimbursement policy	750/- per month. Only for employees working 8 hours per day.	
Home office setup	3000/- (one time). Only for employees working 8 hours per day.	

- Subject to changes as per Company Policy.
- Standard TDS applicable.