



Sahil Jadhav &lt;jadhavsahil1512@gmail.com&gt;

## Confidential & Personal :: Tentative Offer Details:: TIBCO Software :: Sahil Mukund Jadhav

1 message

**Preeti Bharate** <pbharate@tibco.com>  
 To: jadhavsahil1512@gmail.com  
 Cc: P&T Recruiters <pt-recruiters@tibco.com>

Thu, May 26, 2022 at 12:00 PM

Hi Sahil,

We highly value your decision to consider a career opportunity with TIBCO Software India (TIBCO). This email is meant to convey only TIBCO's intent to make an employment offer to you & detailed salary breakup.

**This email should not and cannot be deemed as the formal employment offer by / from TIBCO in any manner.** The formal offer and employment at TIBCO is contingent to all internal process completion and positive reference and / or background checks.

If hired at TIBCO, your title / designation at the time of joining would be **"Associate Member Technical Staff QA "** and your base location would be TIBCO office in **Pune-CZ**.

<b>Name:</b>		<b>Sahil Mukund Jadhav</b>	
<b>Designation</b>		<b>Associate Member Technical Staff QA</b>	<b>Yearly</b>
<b>A</b>	<b>Annual Fixed / Base Salary</b>		<b>₹ 800,004</b>
<b>1</b>	<b>Fixed Components</b>	Annual Basic Salary (40% of Fixed/Base Salary)	₹ 320,002
		Annual House Rent Allowance ( 40% of Basic Salary)	₹ 128,001
		Provident Fund- Subscription is <u>Mandatory</u> , deduction of 12% of basic salary each of employer & employee contribution	₹ 76,800
<b>2</b>	<b>Flexi-Basket Components (pick and choose what works for you) *FBT applicable on certain components</b>	<b>Annual Amount under Flexi-Basket Components (For Financial Year and prorated based on start date)</b>	<b>₹ 275,201</b>
		Telephone/ Mobile	No cap
		Car Expenses Reimbursement (includes car maintenance, fuel and insurance) INR 1800/1600 per month for Vehicle with 1600 CC/<1600 CC Capacity	21,600/ 19,200
		Car driver's salary / wages Reimbursement – INR 900/month	₹ 10,800
		Professional Pursuits & Education Expenses	No cap
		Leave travel allowance (LTA) (Can be claimed twice in a block of 4 years. Current block is for 2017 - 2021)	No cap
		Sodexo Coupons	₹ 26,400
		Children's Education Allowance (INR 100 per month per child & max 2)	₹ 2,400
<b>3</b>	<b>Special Allowance</b>	<b>Balancing Amount (Taxable)= Annual Fixed Base Salary-Fixed components- Flexi components</b>	<b>As applicable</b>
<b>B</b>		<b>Annual Corporate Bonus</b> The CIP is an annual performance based, discretionary, bonus	<b>₹ 40,000</b>

		program and is earned on the date of payout. It is based on the Company's and your performance. The Company reserves the right to change or discontinue this plan at any time with or without notice.	
<b>Other Benefits:</b> Over and above the Annual Fixed Compensation, employee would also be eligible for the following benefits: <b>Insurance: 100% premium paid by company</b>			
1. <b>Health / Mediciclaim Insurance cover</b> (For employee, spouse, two dependent children and two dependent parents)			<b>₹ 500,000</b>
2. <b>Personal Accident Insurance</b> for employee (Three times the annual fixed salary)			<b>₹ 2,400,012</b>
3. <b>Life / Term Insurance</b> for employee ( Two times the annual fixed salary)			<b>₹ 1,600,008</b>
4. <b>Critical illness</b> rider under life insurance			<b>₹ 800,000</b>
<b>Gratuity:</b> Applicable after five years of continuous service with TIBCO India as per the Gratuity Act			
Leaves: • Earned Leaves (ELs) = 20 days for every calendar year & Sick Leaves (SLs) = 12 days for every calendar year • Paternity Leave* = 5 days; Adoption Leave* = 6 weeks (only female employees); Maternity Leave* = 26 weeks (*per TIBCO policy)			
NOTE: Ø All salary components are governed by the company policies and statutory guidelines Ø The above is just a representation of the salary structure and TIBCO holds the rights to change it without any prior notice Ø The salary structure is strictly confidential and must not be discussed with anyone other than your TIBCO Reporting Manager or HR Head Ø Any personal tax borne liability arising out of above will be borne solely by the employee			

We are sure you will find TIBCO a great place to build your career and we look forward to having you as a part of TIBCO Family soon. We believe the intended offer is externally competitive and internal above parity.

**\*IMPORTANT:** All matters pertaining to this tentative offer including but not limited to title / designation, reporting, remuneration, etc., are strictly personal and confidential between you and TIBCO Software India, and must be treated as such. Please refrain from sharing this email and its contents with any person.

We expect to hear back positively from you. Please review and revert with your email confirmation on this tentative offer latest by today.

**Thanks & Regards,**

**Preeti Bharate** |Talent Acquisition Team

**TIBCO Software India** | Level 2, Binarius, Deepak Complex, Next to Sales Tax Office, Shastri Nagar, National Games Road, Yerwada, Pune, India - 411 006 |Mobile: 9890919689

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