



Date: 8th Jan 2019

Mr. Utpal Das
4th Main Road, Nagavara,
Bengaluru, Karnataka,

OFFER LETTER

With reference to the discussion you had with us, we are pleased to make a confirmed offer for employment as an Engineer- Software in our organisation. You are required to join at our Bangalore office. The salary package is given below.

	Monthly	Annual
Basic	24258	
House Rent Allowance	14555	
Conveyance Allowance	4852	
General Allowance	18194	
Fixed Allowance	12129	
Food Allowance	2000	
Other Reimbursement	1250	
	<u>77238</u>	
	*12	926856
Provident Fund		34932
Leave Travel Assistance (payable after one year)		24258
Gratuity (as per rules applicable)		13995
		<u>1000041</u>

* Monthly Payout is subject to applicable TDS (Income Tax)

We also have Leave Encashment, Anniversary Gift, Onsite Medical Insurance, Accident Insurance and Medical Insurance for self and spouse in addition to above mentioned benefits.

Medical Insurance: The coverage for Married Employee self, spouse/husband and up-to two children is till 5 lakhs, for unmarried employee self till 3 lakhs. It will be applicable within 15 days of joining the organisation.

Personal Accident Policy: The coverage for the self is till 10 lakhs. It will be applicable within 15 days of joining the organisation

Based on the project needs of the company, you may be transferred to the different job Locations & you shall accept the said transfer

We request you to provide reference of your senior / HR in your current organisation, we might call them for reference check.

Please return the duplicate copy of this letter, duly signed as a token of your acceptance. The detailed letter of appointment will be issued on your joining duty at our office.

You are expected to revert with your date of joining confirmation within 2 days of receiving this offer letter

Apart from the above mentioned benefits, you won't be entitled to any other additional company payouts until your 6 months of Probationary period is confirmed which will be purely based on your performance

Kindly note that your next appraisal / Salary revision would happen only by Jan - 2020

Yours faithfully,


Rupashree Naveenchandra
Human Resource

I read the contents carefully and understand the same. After such understanding, I am signing this offer as a token of acceptance of all the terms and conditions.

Accepted by

Date :

Date Of Joining :

Rebaca Technologies Private Limited

(CIN : U74140WB1997PTC083312)

Regd. Office : Infinity Benchmark Tower, 9th Floor, Office No. 903, Plot G-1, Block GP, Sector - V, Salt Lake City, Kolkata - 700 091

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Bangalore Unit : Khykha Court, 3rd Floor, 4/5, 1st Cross, Hosur Main Road, Madiwala, Bangalore - 560 068

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