

Hi Aayush,

Congratulations!

Based on the interviews conducted with you, we are pleased to inform that you have been selected for the position of **Software Engineer I**. We would like to offer you a monthly Basic salary of **Rs 38,000/- (Nepalese Rupees Thirty Eight Thousand only)**.

Base salary	38,000/-
Provident fund	3800/-
Gratuity	3165.4/-
Festival Bonus	3166.667/-
Gross Salary	48,132.07/-

Details on Benefit:

Financial	Eligibility and Description
Provident Fund	From First day of appointment. 10% of your current basic salary will be matched by the company and will be deposited in Provident fund office.
Gratuity	From First day of appointment. An amount equal to 8.33% of your current basic salary will be deposited by company in Citizen Investment Fund.
Dashain (Festival) Bonus	From First day of appointment. This bonus equivalent to an employee's one month's salary in given during Dashain if he or she has completed one year in the company. For those who have not completed one year during Dashain, it will be given in pro rata basis.
Company Sponsored Lunch/Dinner	From First day of appointment. You will be eligible for free lunch or dinner in the office canteen as per work timing.
Company Profit Bonus	All permanent employees who have completed six months during July of that year are eligible for this bonus. It will be based on 10% of Nepal office's yearly profit as per bonus act of Nepal.
Medical	
Medical Insurance	Every employee will get medical insurance coverage from first day of appointment. The total coverage amount is 335k annually. In this scheme, apart from the employee, his/her spouse, up to two children and parents up to an age of 69 years are also covered.
Group term life and accidental insurance	From First day of appointment.

	You will be insured for an amount of Rs. 10,00,000 (ten lakh) under this scheme.
Others (when normal operation resumes)	
Pick Up and Drop	The Company has made provision for the pickup and drop of any employee who requires the service within ring road for 10 am – 7 pm shift. For evening shift, employees will be dropped till their home.
Health and Sports	From First day of appointment. 1. Company will sponsor fitness programs like Zumba in office premise on off hours. 2. Company will sponsor weekly Futsal/Cricket/Badminton/Table Tennis on weekends
Hiking	3. From first day of appointment. 4. You are eligible to participate in company sponsored hiking from First day of appointment.

You are required to submit the following documents to within next three days and bring your original copy of below documents on your first day at office.

1. Copy of citizenship card
2. Copy of all academics transcript and documents
3. Copy of experience letter of previous companies
4. Marriage certificate (if applicable)
5. 2 PP size photo
6. Copy of PAN (Permanent Account Number) Card
7. Salary slip/certificate from last company which shows details of total tax paid

Please note that as a mandatory compliance process, we need to do background verification which includes Address check, criminal check, database check, employment verification and educational qualification. This will be carried by a third-party vendor. Please look forward to receiving another email to fill some forms that will collect other necessary information in this regard.

The validity of this offer is subject to the receipt of the above-mentioned documents, and acceptable results of your background verification process. Looking forward to receiving your confirmation.

Should you accept our offer, your tentative date of joining will be **8th April 2021**. We will confirm the final date soon after the completion of our compliance process. Please send your confirmation.

Thanks,
Sheela