

OFF/L-1136/79

SUB: OFFER LETTER

Dear Morvi Parnami,

We are pleased to offer you the position of **Technical Support Executive** in our organization at an annual gross salary (cost to company) of **Rs 331,752/- per annum (Three Lakh Thirty Thousand Four Hundred Eighty only)** which includes Performance linked Incentive of **Rs.30,000/- (Rupees thirty thousand per annum)**

You are required to join us from 19th Sep'20.

Kindly carry your offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Please ensure to carry (Original and Photocopy) the following documents on the date of joining:

1. *Eight passport size Photographs.*
2. *Education Certificates (X/XII/Graduation/Post Graduation)*
3. *Experience Certificates for all Organizations (Offer Letter/Appointment Letter/Last 3 months Salary slips-certificates/Relieving letter)*
4. *A proof of resignation letter acceptance from the last employer*
5. *Photo ID and Address proof (Voter ID/Passport/Adhar UID/ Driving License)*
6. *PAN Card (Permanent Account Number)*
7. *UAN and PF number of the previous employment (mandate if there was any PF deduction).*
8. *Aadhar Card*

Please ensure to bring Originals and Xerox copies of all the above mentioned documents on the joining date.

This offer letter is valid only till **19th Sep'20** and subject to the acceptance on the same beyond which the offer stands null and void.

Looking forward to have you with us and wishing you great success with Teleperformance INDIA

Regards,

For CRM Services India Pvt. Ltd.

Accepted and Agreed



Morvi Parnami

**Arisht Kumar Baid
Assistant Manager – Talent Acquisition**

Please Note: CRM Services India Pvt. Ltd. (Teleperformance India) does not charge any recruitment fees or charges from candidates applying for job or at any stage of hiring.

Annexure I forms an integral part of the Offer Letter.

Ref. No.APP/CRM/ Employee Code

Designation: Technical Support Executive

Date of Joining: **19th Sep'20**

Remuneration Break-Up

Entitlements: All entitlements listed below are subject to Company policies, Procedures and guidelines that may be in force or are issued/ changed from time to time. All perquisites and benefits, including reimbursements, are subject to Income Tax as per the provisions of the Income Tax Act, 1961, which may be applicable, including tax on perquisites value. The details of your remuneration are as under:

S. No	Monthly Remuneration	Total Amount	Total Amount
		(Rs.) per Month	(Rs.) per Year
1	Basic Salary	13,370	160,440
2	House Rent Allowance	8,023	96,276
3	Statutory Bonus*	1,400	16,800
	Total Fixed Remuneration (A)	22,793	273,516
4	Performance Linked Incentive (at 100% level) payable monthly*	2,500	30,000
	Total Variable Salary (B)	2,500	30,000
5	Employer's Contribution to PF	1,604	19,248
6	Gratuity	643	7,716
	Total Retrials & Other (C)	2,247	26,964
	Total Cost to Company (A+B+C)	27,540	330,480
S. No	Monthly Remuneration	Total Amount	Total Amount

The Variable salary payouts would be based on the employee's performance and as per the company's policy.

Regards,
For CRM Services India Pvt. Ltd.



Arisht Kumar Baid

Assistant Manager – Talent Acquisition

Accepted and Agreed

Morvi Parnami

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