

Dear Anurag Singh,

ITnow Inc. is excited to invite you to join our team as a React JS Developer.

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your compensation and the terms and conditions of your employment with ITnow Inc.

ITnow Inc. offered you a full-time position as a React JS Developer, beginning on **October 15th, 2024**. In this position, ITnow Inc. is offering you INR 15,00,000 per annum. Paid through our third-party payroll company, ITekera Consulting Services Pvt. Ltd., starting **November 15th, 2024**.

Expectations during the 6 months probation period:

- Work hours are 08:30 AM -05:00 PM EST, Monday through Friday.
- Login to Zoom/Google Meets every day from the time you log in to the time you log out
- Reliable, high-speed Internet connection on your computer and smartphone
- No benefits until probation completes successfully (i.e., personal time off) and perfect attendance
- You will get paid US holidays in accordance with the clients you work for and 2 paid Indian holidays
- Working on live projects as assigned by the management

This offer letter is tangible evidence of positive reference checks.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before **Sept 27th, 2024**.

Applicants Signature: _____ **Date:** _____

Sakshi Bhuraita
ITnow Inc
HR Manager
O: 809-199-7800 | C: +917018469428
itnowinc.com

Annexure-A

Salary Break up

Name Anurag Singh

Department Development

Designation React JS Developer

| Sl.no | Description | Monthly(Rs.) | Annualized (Rs.) |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------|
| Guaranteed Pay | | | |
| 1 | Basic | 62,500 | 7,50,000 |
| 2 | DA | 12,500 | 2,00,000 |
| 3 | HRA | 31,250 | 3,75,000 |
| 4 | Special Allowance | 15,000 | 1,80,000 |
| 5 | Other Allowance | 6,250 | 75,000 |
| Total Gross Salary (A) | | 1,27,500 | 15,00,000 |
| Benefits | | | |
| 1 | Medical Insurance Premium | | 0 |
| 2 | Variable Pay | | 0 |
| Total Gross Salary (B) | | | 0 |
| Deductions | | | |
| 1 | Security Deposit Amount (SDA) Deducted from Day 1 is 7% ,until you reach whichever comes first that is Bond Amount or Number of bond years | 4,500 | 54,000 |
| Total Gross Salary (C) | | 4,500 | 54,000 |
| CTC(A+B-C) | | 1,23,000 | 14,46,000 |