



July 20th, 2015.

Mr. Siddharth Verma
Bungalow No. B1,
Ordnance Factory Estate,
Ambernath, District – Thane,
Mumbai – 421502.

LETTER OF OFFER

Dear Siddharth,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer - Technology** in our organization at CTC (Cost to the Company) of **Rs. 20, 00,000/-** (Rupees Twenty Lakh Only), please find below the CTC breakup –

1. Base amount – **Rs. 12, 00,000** (Twelve Lakh Only)
2. Joining Bonus – **Rs. 2, 00,000** (Two Lakh Only) which is recoverable if you leave before 12 months.
3. 1st year End Bonus – **Rs. 3, 00,000** (Three Lakh Only) which is recoverable if you leave before 6 months of bonus release.
4. 2nd year End Bonus – **Rs. 3, 00,000** (Three Lakh Only) which is recoverable if you leave before 6 months of bonus release.

We would expect you to join our organization on or before **1st January, 2016**.

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.

On the date of your resuming duty, you may please bring along the following

1. Proof of age / Pan Card.
2. Copies of Educational certificates.
3. Copies of Experience certificates.
4. Relieving certificate.
5. Appointment letter of the previous employer and salary revision letters.
6. Last 3 months salary slip. (Mandatory).
7. Form 16 (TDS Certificate).
8. 3 Passport Size Photographs.

Please sign the duplicate copy of this letter as a token of acceptance of the same.

Offer letter will be considered null/void if not accepted within 5 working days.

For TinyOwl Technology Private Limited,

Parul Sharma
Manager-HR

Siddharth Verma



Annexure I

Name : Siddharth Verma
Designation : Software Engineer
Department : Technology
Location : Mumbai
Date Of Joining (w.e.f): 1st January, 2016.

Salary Components	Monthly (Rs)	Annual (Rs)
<i>Monthly Fixed Pay</i>		
Basic	35,000	4,20,000
House Rent Allowance	17,500	210,000
Medical Allowance	1,250	15,000
Conveyance Allowance	1,600	19,200
Special Allowance	42,850	5,14,200
Gross Salary	98,200	11,78,400
<i>Employer Contributions</i>		
Provident Fund	1,800	21,600
ESIC : 4.75%		
Cost to Company	1,00,000	12,00,000

For TinyOwl Technology Private Limited,

Parul Sharma
Manager-HR

Siddharth Verma