

Date : 06/07/2018

To,

Samad Khan

Subject : Offer of Employment

Dear **Samad Khan**,

This has reference to the discussions we have had with you. It is our pleasure to offer you a position at Evolve as **RNO Engineer** on the below mentioned terms. We congratulate and welcome you to the Evolve family. You are requested to join us on **09/07/2018** and confirm your date of joining immediately.

Your employee code is **19310** and this will remain your unique identification number for the duration of your tenure with Evolve.

Your annual Cost to the Company (CTC) will be as mentioned in the table below. This is the sum of your gross salary and the employee related expenses directly incurred by the company for statutory compliances, insurance and other employee benefits. Evolve has the right to restructure the components of your salary; however your CTC would be protected.

An appointment letter will be issued to you, once you have accepted the offer and completed all the joining formalities along with submission of all the required documents. Your appointment will be governed by the terms and conditions of employment as contained in the appointment letter. Your appointment is conditional to a positive background verification report, police verification and a medical certificate verifying your fitness. You need to bear all the expenses related to your joining.

You shall be initially posted at **Evolve Technologies & Services Pvt Ltd.** at **AP** for the project work awarded to us by our client and your posting will be co-terminus with the project work. On completion of the project work you could be reassigned to other projects, subject to skill alignment and requirements. These projects could be at other locations or related to other clients.

Your salary cycle will be **20-20** and release of salary will depend upon receipt of approved attendance documents. If the employee or the employer decides to part ways within 30 days of joining for any reason, no compensation would be payable.

You can be absorbed into the client's organization as per their internal requirements and approval process. On mutual consent of the client and Evolve and as per the business agreement, Evolve will not deter your movement into the client organization.

Evolve Technologies & Services Pvt. Ltd.

Reg. Office : Office No 6,3rd Floor,C Wing,, Laxmi Towers,Bandra Kurla Complex,
Bandra (E), Mumbai, Mumbai City, Maharashtra, India, 400051
Site Office : S-178, MIDC, Bhosari, Pune - 411 026. India. Tel : +91 20 4076 7777

When placed at client sites, all existing norms of the client site with regard to work timings and holidays etc. will be applicable to you. You may be shifted from your base location to any other place depending upon the project requirement.

Please confirm your acceptance and date of joining by a return mail within one working day, failure of which will lead to revocation of your offer within next two working days. Your acceptance of this offer implies acceptance of all terms and conditions mentioned above.

Please note that irrespective of whether you join EVOLVE or not, you need to keep all the details contained in this letter confidential.

Particulars	Amount (Rs.)
Basic + Dearness Allowance	16000
HRA	8000
Bonus	780
Conveyance Allowance	1600
Medical Allowance	1500
Communication Allowance	1000
LTA	2000
Personal Allowance	1120
Gross Salary	32000
(-) Profession Tax	200
(-) Employee's Contribution to PF	1800
Net Salary	30000
Amount transferred to Employee's PF A/C	3600
Total Employee Payment	33600
Employer's Contribution to PF	1973
Employer Statutory Contribution (GMC/GPA/WC/LWF/LI)	565
Monthly CTC	34538
Annual CTC	414456

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Please note:

Statutory deductions or any other taxes like Income Tax levied by the government from time to time will be deducted as per the government policy in force, from the gross salary.

In addition to the above depending upon your assets applicability, your net salary may change accordingly.

We look forward to your joining and a long professionally meaningful mutually beneficial association.

Should you have any questions regarding your offer letter, please feel free to contact the undersigned.

With Regards,



Sagar J Gade

Human Resources

Evolve Technologies & Services Pvt. Ltd.

Direct Landline - +91-20-67112800/900, Mobile- +91-8275466138

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