

**TGS/HRD/2017/MAR/21057**  
**Mar 30 2017**

**Mr.Santhosh Kumar Dussa**

H-No:18-73/1, Sri Sai Nagar Panchavati Colony Street (No-1)  
Medipally (Mandal) ,Medchal (District)  
Hyderabad  
Andhra Pradesh  
India  
501401

Dear Mr. Santhosh Kumar Dussa,

Welcome to Technosoft,

We are pleased to offer you the position and role of **Software Developer**. We strongly believe that your competence, coupled with the opportunities at Technosoft will be a winning team.

Your compensation is shown in detail on the next page. A detailed appointment letter will be given to you on joining. Technosoft is a growing company, and we are dedicated to provide you opportunities for career development and advancement.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers.
4. Providing copies of educational and professional certificates.
5. Satisfactory background and reference check
6. Salary certificate from the last employer giving details of monthly and annual emoluments along with Form 16.
7. Proof of date of birth.
8. Five copies of your latest passport size photographs.
9. Photocopies of PAN card & Passport.

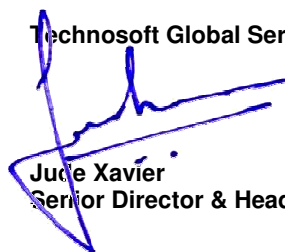
We would be conducting a background and reference check either directly or through a third party. Please be aware that this offer and any subsequent appointment that you receive from Technosoft will stand cancelled if we decide that the background and reference check are not upto our expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us on or before **Mar 31 2017** else this offer letter will be invalid.

We look forward to a mutually rewarding and a long and fruitful association.

Sincerely,

**Technosoft Global Services Private Limited**



**Jude Xavier**  
**Senior Director & Head – Human Resources**

**Read & Accepted:**  
**Date :**

### Compensation Stack Up

S.No.	Details	Monthly (in Rs.)	Annual (in Rs.)
1	Basic	18958	227496
2	HRA	9479	113748
3	Special Allowance	16316	195792
4	Conveyance	1600	19200
5	Medical Allowance	1250	15000
6	LTA	3160	37920
7	Bonus	1400	16800
8	PF (Employer Contribution)	2004	24048
	<b>Total CTC</b>	<b>54167</b>	<b>650000</b>

**1. House Rent Allowance**

The eligibility is 50% of basic and one needs to submit proof of payment of rent by way of duly stamped rent receipts for allowing tax deductions.

**2. Medical Reimbursement**

While this amount will be paid off on a monthly basis, employees will have to produce receipts for claiming tax exemption at the end of the financial year. Expenses upto Rs.15,000/- in a financial year will be tax exempt. The medical expenses incurred should be for self and dependants only.

**3. Leave Travel Allowance**

The tax exemption is available twice in a block of four calendar years. The LTA exemption is available for actual costs incurred and is based on evidence furnished in support of claim.

**4. Special Allowance**

This is a taxable component of income however future tax saving options such as lunch reimbursement/coupons will be drawn out of this component. Tax saving options announced would entirely depend on the tax regulations from time to time announced by the IT Act.

**5. Statutory Deductions**

Provident fund, employees' contribution and Professional tax, will be deducted on a monthly basis. Income tax will also be deducted on a monthly basis based on declaration given by the employees in the beginning of the financial year.

**6. Insurance**

You will be eligible for Family Health Insurance of Rs.1,00,000 and Personal accidental Insurance of Rs.15,00,000. Premium would vary every year and will be deducted accordingly from monthly CTC.

 Technosoft Global Services Private Limited

Jude Xavier  
 Senior Director & Head – Human Resources

**Read & Accepted:**  
**Date:**