

TGS/HRD/2020/04/28858
April 10, 2020

Burla Ganesh Anil Kumar
Plot No- 110, Veterinery Colony
Vijaywada
Pincode - 520008

Dear **Burla Ganesh Anil Kumar**,

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 AADHAR PAN card & Passport.

We would be conducting a background and reference check either directly or through a third party. Please be aware that your joining will be confirmed upon successful completion of background checks. The offer and any subsequent appointment that you receive from Technosoft will stand cancelled if your background and reference check are not upto the expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us on or before **April 16, 2020** else this offer letter will be invalid.

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

Sincerely,

For Technosoft Global Solutions LLP



Dr. Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date:

Compensation Stack Up

Components	Monthly	Annual
Basic	27708	332496
House Rent Allowance	13854	166248
Bonus	1400	16800
Special Allowance	26104	313248
LTA	4618	55416
Gross Monthly Salary (A)	73684	884208
Sodexo Meal Card (B)	2200	26400
Cost incurred by the company towards: (C)		
Gratuity	1333	15996
Employer Contribution towards PF*	1950	23400
Total Cost to Company (A+B+C)	79167	950000
Health Benefits (As per Schemes)		
Group Health Insurance	683	8196
Personal Accidental Insurance	30	360

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. 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.

3. 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.

4. 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.

Sincerely,
For Technosoft Global Solutions LLP

Dr. Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date:

5. Insurance

You will be eligible for Family Health Insurance of Rs.1,00,000 and Personal Accidental Insurance of Rs.20,00,000. Premium would vary every year and will be deducted accordingly from monthly CTC.

6. Food Meal Card

Food Meal Card will be issued at respective work location.

7. Relocation

Relocation Benefit eligibility is subject to management approval & payable as per relocation policy of Technosoft. Prior Approval is required before Travel.

8. Gratuity

Gratuity contribution provided by the company is payable as per the provision of Gratuity Act, 1972.

9. Notice Period

A notice of 30 days is applicable during the employment with the company by either party to terminate contract of employment.

Sincerely,
For Technosoft Global Solutions LLP



Dr. Jude Xavier
Vice President & Head – Human Resources

Read & Accepted:
Date: