

PRIVATE AND CONFIDENTIAL

September 22, 2022

Mr. Jithin Raj MM

Dear Jithin,

Subject: Employment

With reference to the interview, you had with us we are pleased to make an Offer of Employment with us as “**Software Engineer** ” at our Kochi office. You are requested to join us on or before September 23, 2022, on the following terms and conditions in the Company.

This is only an offer of appointment, and a detailed appointment letter will be issued to you on joining. The offer letter entails you to join by the stipulated date. Any extension shall be approved in writing failing which the offer lapses on the stipulated date.

Your **Annual Cost to Company will be Rs. 3,00,000/-** (Rupees Three Lakhs Only).

You shall be based in Kochi but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.

Your employment with the Company is subject to:

The accuracy of the testimonials and information provided by you; and,

Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date; and you provide two satisfactory references.

We welcome you to the Konsultera family. Wish you every success in your career with Konsultera.

Please sign and return the duplicate copy of this letter or respond on email as a token of your acceptance indicating the earliest date of your joining.

Yours sincerely,

for **Konsultera Solutions Pvt Ltd.****Blessan George**
Chief Technology Officer

ANNEXURE "A"**EMPLOYEE COMPENSATION PACKAGE****SALARY STRUCTURE**

Name: Jithin Raj MM
Designation: Software Engineer
CTC : 3,00,000/- pa

Category	Component	Monthly	Yearly
A	Basic	12500.00	150000.00
	HRA	6250.00	75000.00
	Special Allowance	3408.00	40900.00
	Statutory Bonus	1042.00	12500.00
	Total -A	23200.00	278400.00
B	Employer Contribution to PF	1800.00	21600.00
	Total -B	1800.00	21600.00
C	Total CTC (A+B)	25000.00	300000.00

Other Benefits

- Group Mediclaim Insurance
- You shall be eligible for Gratuity as per Payment of Gratuity Act 1972.

Compensation will be renewed at the sole discretion of the company and will be based on the efficient, satisfactory, and loyal discharge of duties as assessed by our performance appraisal systems.

All income taxes will be deducted from your salary at source, and you are required to submit the required documents for tax efficiency to our accounts office well in time for appropriate deductions to be made as per the law.