

EMPLOYMENT CONTRACT

TechCorp Solutions Pvt. Ltd.

123 Technology Park, Bangalore, Karnataka - 560001
CIN: U72200KA2020PTC134567

Date: August 11, 2025

EMPLOYEE INFORMATION

Field	Details
Full Name	Rajesh Kumar
Employee ID	EMP002
Department	Marketing
Designation	Marketing Manager
Date of Joining	March 1, 2024
Work Location	Mumbai, Maharashtra
PAN Number	FGHIJ5678K
Reporting Manager	Mr. Rajesh Kumar

COMPENSATION PACKAGE

The following compensation is specified on an ANNUAL basis:

Component	Amount (₹)
Basic Salary	600,000.00
House Rent Allowance (HRA)	300,000.00
Special Allowance	150,000.00
Medical Allowance	30,000.00
Transport Allowance	36,000.00
GROSS SALARY	1,116,000.00

TERMS AND CONDITIONS

1. Provident Fund (PF): As per statutory requirements, 12% of basic salary will be deducted as employee contribution to PF.
2. Employee State Insurance (ESI): If applicable (gross salary \leq ₹21,000), 0.75% will be deducted as per ESI regulations.
3. Professional Tax: State professional tax will be deducted as per applicable state rules.
4. Income Tax (TDS): Tax will be deducted at source as per prevailing income tax slabs and employee's tax declarations.
5. Leave Policy: 21 days casual leave + 7 days sick leave per calendar year.
6. Notice Period: 30 days notice period for resignation.
7. Probation: 6 months probation period from date of joining.
8. Medical Insurance: Company provides medical insurance coverage as per policy.
9. Working Hours: 40 hours per week, flexible timing between 9 AM to 7 PM.
10. Annual Appraisal: Performance review and salary revision annually.

ADDITIONAL BENEFITS

- Company car allowance
- Mobile phone reimbursement
- Travel allowance
- Stock options

SIGNATURES

Employee Signature

Company Representative

Rajesh Kumar

Date: _____

Mr. Amit Sharma

HR Director

Date: _____

This contract is subject to company policies and Indian labor laws.