

EMPLOYMENT CONTRACT

TechCorp Solutions Pvt. Ltd.

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

Date: August 11, 2025

EMPLOYEE INFORMATION

| Field | Details |
|-------------------|--------------------------|
| Full Name | Priya Sharma |
| Employee ID | EMP001 |
| Department | Software Development |
| Designation | Senior Software Engineer |
| Date of Joining | January 15, 2024 |
| Work Location | Bangalore, Karnataka |
| PAN Number | ABCDE1234F |
| Reporting Manager | Mr. Rajesh Kumar |

COMPENSATION PACKAGE

The following compensation is specified on a MONTHLY basis:

| Component | Amount (₹) |
|----------------------------|------------|
| Basic Salary | 45,000.00 |
| House Rent Allowance (HRA) | 22,500.00 |
| Special Allowance | 12,000.00 |
| Medical Allowance | 2,500.00 |
| Transport Allowance | 3,000.00 |
| | |
| GROSS SALARY | 85,000.00 |

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

- Group medical insurance for self and family
- Annual performance bonus
- Flexible working hours
- Professional development allowance

SIGNATURES

Employee Signature

Company Representative

Priya Sharma

Date: _____

Mr. Amit Sharma

HR Director

Date: _____

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