

March 19, 2009

To

**Mr. Kamalakannan Sanjeevan,  
E69, Classic Colony,  
Banglapet, Hebbagoddi,  
Bangalore - 560099.**

The management is pleased to extend an offer to you to join us as **"Lead - Tools Engineer "** as per the details given below:

Description	Monthly	Annual
Basic salary	34,375	412,500
House rent allowance	17,188	206,250
Conveyance	800	9,600
Food allowance (Sodexo coupons)	1,100	13,200
Medical reimbursement	1,250	15,000
Adhoc allowance	6631	79,575
<b>Monthly Gross</b>	<b>61,344</b>	<b>736,125</b>
Company contribution to P F		49,500
Leave travel allowance		34,375
xgratia / gift		5,000
<b>Total Annual Gross Salary</b>		<b>825,000</b>

**a) Welfare Schemes:**

Apart from the above you are entitled to the following perquisites:

1. Personal Accident Policy (Insurance): You are entitled for a cover up to **Rs. 16,50,000/-**
2. Gratuity: As per the Payment of Gratuity Act you are entitled to a gratuity on completion 5 years of continuous service. The approximate amount of gratuity based on the current basic salary shall be **Rs.99,206.25/-**

*S. Kamalakannan*  
20/3/2009