



ValueLabs LLP

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www.valuelabs.com

Ref: VLI/8218/A3/15

October 23, 2015

Mr. Bethi Mahesh
H.no.: 78-102/1,
Raman Colony,
Mandamarri,
Adilabad.

Offer Letter

Dear Mahesh,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fuelled by the enthusiasm and energy of the people who are willing to invest in the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You will be designated as **Software Engineer - QA** and your position will carry a gross compensation value of around **Rs. 4,00,000 (Rupees four lakhs only)** per annum.

Your association and employment will be governed by the various employee related policies and guidelines of the organization.

We would have the offer open until **November 02, 2015** and prefer you to join us on or before **November 02, 2015**. On your joining day, we will require you to submit the various documents for our records, as mentioned in the list enclosed. Please return the signed duplicate copy of the letter as an acknowledgement.

As much as your association with ValueLabs will be governed by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization cherished over the last many years.

While welcoming you to ValueLabs we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

Yours sincerely,

for ValueLabs LLP,

Krishna Reddy
EVP - Global Operations

Accepted Signature:

Encl: List of documents, compensation structure and employee benefits

Compensation structure:

NAME:	Bethi Mahesh	Band:	A2
DESIGNATION:	Software Engineer - QA		
STRUCTURE			
	Description	Amount (per month)	Amount (per annum)
A.	FIXED COMPONENTS:		
	Basic	10000	120000
	HRA	4000	48000
	Conveyance Allowance	1600	19200
	Special Allowance	16053	192631
B.	FLEXIBLE BENEFIT PACKAGE:		
	Medical Reimbursement		
	Leave Travel Allowance		
	Children Education Allowance (Indicate the no. of children)		
	Hostel Expenditure for children		
C.	RETIRAL BENEFIT		
	PF	1200	14400
	ESI		
	Gratuity as per "The payment of Gratuity Act, 1972"	481	5769
D.	INCENTIVE COMPONENT		
	Fixed Incentive		
	Performance Linked Incentive		
E.	OTHER BENEFITS		
	Medical Insurance– Rs. 100000/- per annum		
	Life Insurance– Rs. 750000/-		
	Sub Total of A+B+C	33333	
	Total Annual compensation		400000

ValueLabs is one of the very few IT companies who have provided the employees the privilege of deciding the components of the salary within the given framework. The concept of flexible benefit package is one of the best practices of the industry.

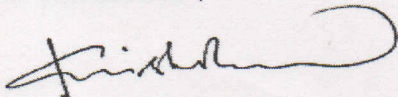
As the name, clearly indicated flexible benefit package allows an employee to fix up his / her own allowances keeping his / her commitments, income tax deductions in mind. However, there are policies and procedures laid down for each of the allowances.

Our payroll coordinator will help you to fix up the flexible benefit package on the day of joining.

Remember YOU are the owner of fixing up your own flexible benefit package.

Yours sincerely,

for ValueLabs LLP,



Krishna Reddy
EVP – Global Operations

Received the letters and accepted the salary structure, as above

Accepted signature: _____

