

November 04, 2024

**Ms. Akhila Pakanati**

1-60, Vinjamur,  
koilkonda mandal,  
mahabubnagar Dist,  
Telangana - 509371.

Dear **Akhila Pakanati**,

Congratulations! We are pleased to offer you employment in the capacity of **Senior Developer - Pega** at **Kastech Software Solutions India Pvt. Limited** (Kastech), Hyderabad. We feel that your skills and background will be an asset to our organization.

Further to our discussion, your starting date of employment will be **Monday, 11 November, 2024** and your work location would be remote, and if necessary for business, you would need to report to the office and your working hours from the start date of your employment will be (2PM IST to 11PM IST). However, the company reserves the right to change your shift hours and duties as it deems necessary. Your employment with Kastech will be governed by terms and conditions as mentioned in the Appointment Letter which will be issued after joining. Your employment for the first six (6) months will be on probation and will be confirmed in writing.

Your annual Cost to Company [CTC] will be Rs. **9,00,000.00/- (Nine Lakhs Rupees only)**. You will be eligible for performance based salary hike after completion of a minimum of 12 Months employment with Kastech.

At the time of joining, you are required to submit copies of the following:

- Certificates supporting your educational qualification.
- 6 passport size photographs & a scan copy also.
- Schooling certificates / Passport in support of your age
- Your last 3 months salary slip & bank statement.
- Form 16 from last fiscal year & current year from your last employer (If applicable)
- Relieving letters & service certificates from your present & previous employers

This offer has been made based on the information furnished by you during the discussions with our Technical and HR teams and the documents submitted by you and contingent upon you continuing your services at Kastech for a minimum period of years from the date of your employment. However, if there is a discrepancy in the documents/certificates submitted by you

---

**Kastech Software Solutions India Private Limited.**

6<sup>th</sup> Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad, Telangana 500032

Ph : 040 65156363 | [info@kastechssg.com](mailto:info@kastechssg.com) | [www.kastechssg.com](http://www.kastechssg.com)

as a proof in support of the above or in the performance expectations, the company shall have the right to revoke your Appointment within 30 days from the date of your joining.

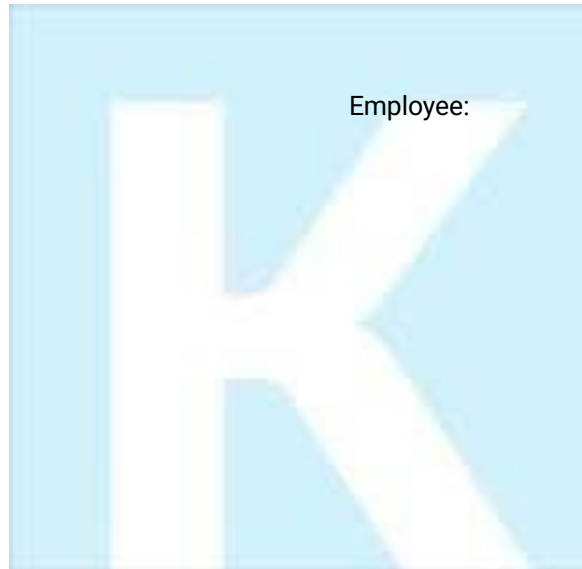
This offer letter is valid for acceptance up to seven (7) business days, thereafter unless and until we extend the date through written communication the offer stands automatically withdrawn.

We look forward to welcoming you as a new employee at Kastech.

Yours Sincerely,



Sirisha Pothula  
Recruiting Manager



**ANNEXURE – A**  
**Salary Annexure**

Employee		Akhila Pakanati	
Date of Joining		Monday, 11 November, 2024	
Salary Component		Monthly	Yearly
<b>Fixed Component- Part A</b>			
1	Basic Pay	33750.00	405000.00
2	HRA	14500.00	174000.00
3	City Compensatory Allowance	1000.00	12000.00
4	Medical	1250.00	15000.00
5	Conveyance Allowance	1600.00	19200.00
6	Cell Phone Allowance	1000.00	12000.00
7	Meal Coupons*	1550.00	18600.00
8	Special Allowance (SA)	18550.00	222600.00
	<b>Gross Pay</b>	<b>73200.00</b>	<b>878400.00</b>
9	Company PF Contribution	1800.00	21600.00
<b>Variable Pay (If Applicable)- Part B</b>			
10	Variable Pay (Part B)	0.00	0.00
	<b>Fixed Compensation (Part A)</b>	<b>75000.00</b>	<b>900000.00</b>
	<b>Total Cost to the Company (CTC) (PartA+B)</b>		<b>900000.00</b>
<b>Benefits:</b>			
11	Company ESI Contribution	0.00	0.00
12	Health Insurance	0.00	0.00
13	Accidental Insurance	0.00	0.00
<b>Deductions:</b>			
14	Professional Tax	200.00	2400.00
15	Employee ESI Contribution	0.00	0.00
16	Employee PF Contribution	1800.00	21600.00
17	Income Tax as Applicable		
	<b>Total Deductions:</b>	<b>2000.00</b>	<b>24000.00</b>
	<b>Net Take Home</b>	<b>73000.00</b>	<b>876000.00</b>

Employee:

- Tax will be deducted as per IT rules
- You can restructure the Flexible Benefit Plan against various elements - Medical

**Kastech Software Solutions India Private Limited.**

6<sup>th</sup> Floor, Shanta Sriram Tech Park, Beside DLF Cyber City, Gachibowli, Hyderabad, Telangana 500032

Ph : 040 65156363 | info@kastechssg.com | www.kastechssg.com

Reimbursement, Food and Gift coupons amount in line with the company guidelines.

- Meal Coupons - Mandatory for Gross Pay above 30000/- Per Month\* which will be deducted from your Salary
- You will be covered by Mediclaim insurance under the Group Hospitalization scheme of the Company.

Accepted by:

Date of acceptance: \_\_\_\_\_

