

Req. No.: -ASHR/1114/103

Date: 25-Dec-2015

To,
Mr. Vaibhav Patil
Vitthal Nagar, A/P- Gavhan,
Tal-Tasgaon, Dist-Sangli,
Maharashtra 416408

SUB:- APPOINTMENT LETTER

Dear **Vaibhav**,

This has reference to your application/resume and the subsequent interview you had with us. We are pleased to appoint you as **Trainee Engineer** with our Company on the following terms-conditions: -

1. Your appointment as a **Trainee Engineer** on **25-Dec-2014** hereunder is for an initial period of **six months**, which can be extended by the Company at its sole discretion. Your confirmation in the services of the Company is subject to the provisions of the Service Agreement that you will be required to execute at the time of joining.
2. You shall be paid a consolidated salary of **Rs.147,462/- (Rupees One Lakh Forty Seven Thousand Four Hundred and Sixty Two Only)** per annum subject to deduction of applicable taxes.
3. Company reserves the right to depute you on training/project to any of its office(s) in India or abroad.
4. Either of us may terminate your appointment by giving the other **3 months** written notice without assigning any reasons. Notice period during probation is 1 month.

Vyom Labs Pvt. Ltd.

Regd Office : S. No. 173/4, Office No. 7, Aditi - Samruddhi, 4th Floor, Baner, Pune - 411 045. Maharashtra - INDIA.
Ph. : + 91 - 20 - 6632 1000 • E-mail : info@vyomlabs.com • www.vyomlabs.com

5. As a part of a joining formality, you shall be required to submit certified copies of your (a) age proof, (b) permanent and current address proofs, (c) passport, (d) academic certificates, (e) relieving letter from the previous employers (if any) along with the proof of your last drawn salary, on or before your joining date. Any failure thereof entitles the Company to cancel and revoke your appointment hereunder.
6. You shall strictly observe and abide by the confidentiality and other obligations placed upon you as per the Service Agreement and Policies of the Company. You will be governed by the Policies of the Company as may be applicable to you from time to time.
7. This appointment letter is enclosed in duplicate. As a token of your acceptance of the above terms-conditions, please return the duplicate copy by signing at a place provided herein below.

We look forward to a mutually beneficial association with you.

Best Regards,



Authorised Signatory

For **Vyom Labs Pvt. Ltd.**

Acknowledgment of acceptance by the Candidate:

I have read the above terms and do hereby confirm my acceptance thereof. I further undertake to submit and execute necessary instruments as per the Company's joining policy.

I am joining on **25-Dec-2014**

Yours Faithfully,



Name: **Vaibhav Arun Patil**

Place: **Pune**

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Details agreed upon during HR interview closure for Appointment.

Position finalized	Trainee Engineer
Probation period	6 Months
CTC(annual)	Rs. 147,462/-
Variable Percentage	0%
Take home max upto	Rs. 9,569/-
Final take home agreed upon as per CTC break up components	Rs. 9,569/-
Agreement amount	Rs.250,000 /-
Agreement duration	30 Months
Notice period	3 Months
First raise in salary will be	October 2015 Appraisal
The second and subsequent raise will be	Appraisal Cycle

Note: Candidates working as a shadow resource will not be eligible for raise. This is a part of training, enabling project experience.

Signature
Asst. Manager – Recruitment/
Sr. Executive – HR (Recruitment)

Signature

Employee

Signature
Head - Talent Management/
Asst. Manager - Recruitment

Salary Statement


Name: Vaibhav Patil
Designation: Trainee Engineer


Effective from:
25-Dec-2014

<u>Components of Earning</u>	<u>Current</u> <u>per month</u>	<u>Annual</u>		
1 Basic Salary	6,000	72,000		
2 House Rent Allowance	2,400	28,800		
3 Medical Expenses Reimbursement	1,250	15,000		
4 Other Allowance	526	6,312		
Sub Total	10,176	122,112		
Add : Bonus	500	5998		
Monthly Emoluments	10,676	128,110	128,110	A
Less : Deductions:				
1 Employee's contribution to P.F.	720	8,640		
2 Employee's contribution to ESI	187	2,242		
3 Profession Tax	200	2,500		
4 Other Deduction	-	-		
Total Deductions	1,107	13,382		B
Net Salary in Hand (A minus B)	9,569	114,728		
Add : Employer's Contribution to:				
1 Provident Fund	817	9,799		
2 E.S.I.	507	6,085		
3 Other Deduction	-	-		
Total	1,324	15,884		C
Total = A + C	12,000	144,000		
Add: Variable Component (payable quarterly)	0.0%	0.0%		
Salary	12,000	144,000		
Add: Project Bonus	-	-		
Salary (Cost to the Company)	12,000	144,000		
1 Add : Gratuity	-	3,462		
Salary (Cost to Company)	12,000	147,462		

For Vyom Labs Pvt. Ltd.,

I accept the above salary break-up and CTC.


Signature
Prasad N. Patwa


Signature
Vaibhav Patil