

Dated: 22-October-2022

To

Piyush Raja  
Kolkata

Dear Piyush Raja,

We thank you for your interest in pursuing a career with us. Further to your application and the recent interviews you had with us, we are pleased to offer you a full time position in Solvy Tech Solutions Private Limited, on the following terms:-

Designation	Sr. Software Engineer, Backend
Total Compensation	INR 1,600,004 per annum (In words: Rupees Sixteen Lacs Only). <b>(Refer annexure A for detailed salary annexure)</b>
Confirmation	A performance assessment will be carried out at the end of the six months probationary period, and subject to satisfactory performance, your services will be confirmed.
Date of Joining	7-November-2022
Job Location	Kolkata

A detailed appointment letter will be issued to you on your joining date.

We look forward to a mutually rewarding relationship and wish you success in your new role.

You are requested to submit the copies of the following documents/details on your joining date.



- Education Certificates and Mark Sheets (X, XII, Degree and Diploma certificates)
- Relieving letter from your current employer
- Experience letters from your previous 2 employers (if applicable).
- Last two months' salary slips & appointment letter of current employer.
- Two passport size photographs
- PAN Card
- Address proof (Passport copy/voter ID/Driving License or any other government ID proof).
- Aadhaar Card
- Current Address Proof
- Form 12B along with proofs of TDS paid if any with previous employer in current financial year.
- Required statutory details of PF, ESIC & PT etc. of last employment.

Please sign and return the duplicate copy of this letter, in acknowledgement within 24 hours.

For and on behalf of Solvy Tech Solutions Pvt. Ltd.

Accepted by

A handwritten signature in blue ink, appearing to read 'Shilpa', with a small flourish at the end.

(HR Department)

Employee: -

Dated: -

### Annexure A: COMPENSATION STRUCTURE

SALARY STRUCTURE		
Name	Piyush Raja	
Location	Kolkata	
Designation	Sr. Software Engineer, Backend	
DOJ	7-November-2022	
Particulars	Per Month	Per Annum
Basic	58,334	700,008
HRA	29,167	350,004
Other Allowance	27,366	328,392
<b>Gross Total</b>	<b>114,867</b>	<b>1,378,404</b>
PF Employee Contribution	1,800	21,600
Professional Tax	-	-
<b>In Hand Salary</b>	<b>113,067</b>	<b>1,356,804</b>
PF Employer Contribution	1,800	21,600
<b>Fixed CTC</b>	<b>116,667</b>	<b>1,400,004</b>
Retention Bonus*	-	100,000
Joining Bonus**	-	100,000
<b>Total CTC</b>	<b>116,667</b>	<b>1,600,004</b>
* Retention Bonus will be released after completion of 1 year of continuous employment with us.		
**Joining Bonus will be released after 1 month of your joining with us.		
<b>In addition to above you are also entitled for:</b>		
<ul style="list-style-type: none"> <li>Medical insurance of Sum Insured of 2.5 lacs for self only in case employee is unmarried and Sum Insured of 4 lacs for Self, Spouse &amp; 2 kids incase employee is married.</li> <li>Personal Accident Insurance only for employee to the maximum entitlement of 20 lacs.</li> <li>Group Term Life Insurance worth 5 lacs.</li> </ul>		
<b>Pl. Note:-</b>		
*Net pay will be with subject to Tax deduction at Source & Statutory Deduction (PF, ESIC & Professional taxes).		
# Payment of Gratuity will be in accordance with Statutory Acts and norms.		
^PF & ESIC applicable as per Statutory Acts and norms.		

I UNDERSTAND THAT MY COMPENSATION STRUCTURE IS STRICTLY CONFIDENTIAL & I HEREBY DECLARE THAT I HOLD THE RESPONSIBILITY OF KEEPING IT CONFIDENTIAL BY NOT SHARING IT WITH ANYBODY WORKING IN THIS COMPANY.



Employee's Signature