

Ref.No: AL/THBS/0821/148

30-Aug-2021

Personal & Confidential

**Mr. Prajwal S M**  
Bangalore

Dear **Prajwal S M**,

**Sub: Appointment Letter**

Welcome to **Torry Harris**!

We are pleased to invite you on board and are confident that you will be an integral part of the team.

Your employment with THBS takes effect from **30-Aug-2021** and you will be designated as **Associate Software Engineer - Trainee**.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a Performance Linked Pay of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on probation for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation. You are entitled for the bonus after completion of your probation period and upon confirmation.

Income Tax will be deducted at Source (TDS) in accordance with the prevailing Income Tax laws. If you plan to invest or have invested in any Tax Saving instruments, you are requested to declare the same in writing to the finance department at the earliest, in order to compute the appropriate amount of TDS.

Your salary is also subject to Provident Fund (PF) and Professional Tax (PT) deductions as per the prevailing laws.

Management reserves the right to change/ revise or restructure the compensation package mentioned herein.

If you need any clarifications about this Letter of Appointment and the Employment Agreement, please do let us know.

We take this opportunity to welcome you to **Torry Harris** and we are confident that you will have a rewarding career with us.

for **Torry Harris Business Solutions Private Ltd**,



**Shivdayal Charan G**  
Manager – HRD

**Accepted By:**



**Prajwal S M**  
Date: