

Emp. ID:TL/UD/4402

Thursday, 26 September 2019

Rajneesh Kumar

Bangalore Karnataka

Email: rajneeshjis1994@gmail.com

Phone: 7829070216

Subject: Employment Letter

Dear Rajneesh Kumar,

We are pleased to appoint you as **Software Engineer** with Talent Labs Pvt. Ltd. located at **Bangalore** on a fixed Term Basis. Your date of joining the Company is **Thursday, September 26, 2019**. You shall be assigned to our client Hive Loop Technology (Udaan.com).

1. Your compensation will be as described in Annexure A
2. You shall keep the contents of this letter and any Annexure hereto confidential.
3. This offer is being made in good faith based on the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks and verify such information and documents.
4. Since our Client undertakes contract projects, you may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the State for the purpose of discharging your duties as and when the situation demands, at the said working hours.
5. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the Management. If you are found involved in any act which in the opinion of the Company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of employment you will be bound by any Rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matters relating to service conditions.

6. Either party can terminate the services during the existence of a work assignment by providing a notice of One Month to the other Party. if you have completed 6 months or more else notice of One Month is to be provided. This is as per the terms laid out in the Letter of Engagement. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our clients. Your continuance in employment is subject to your remaining physically and mentally fit. As and when required, the Management may require you to submit yourself to medical examination by a physician of the choice of the management.
7. Your services will be transferable; your services can be transferred as per the business requirements. You will be intimated about any such event by a letter, management will reserve the right to take any final decision on transfer.
8. This letter is being sent to you in duplicate, please return two copies of the same, duly signed as the token of acceptance this Contract of employment with the above terms and conditions.

We understand that you may have queries during your joining period. We would encourage you to contact Mr. Mukesh on Mukesh@talentlabs.in.

We welcome you to the Talent Labs family and look forward to creating a vibrant organization of lasting value in the HR domain.

Sincerely yours,
For Talent Labs Pvt Ltd.

A handwritten signature in blue ink, appearing to read 'Sandeep', with a long horizontal stroke extending to the right.

Sandeep
Director

Annexure A

Compensation Structure

Name : Rajneesh Kumar
Role : Software Engineer
Location : Bangalore

GROSS SALARY		STATUTORY BENEFITS	
Basic	14900	Employer PF	1950
HRA	0	Employer ESIC	590
Special Allowance	4996	Employer LWF	As applicable
Additional	0		
Statutory Bonus	3241		
Gross Salary Total	23137	Statutory Total	2540
STATUTORY DEDUCTIONS			
P. Tax	200		
Employee PF	1800		
Employee ESIC	137		
Employee LWF	As applicable		
Deductions Total	2137		
NET SALARY	21000	CTC (Gross + Statutory)	25677

Other than this you will also be eligible for out of pocket expenses based on company policy.

For Talent Labs Pvt Ltd.



Sandeep
Director