



Date: 10-11-2021

Vam New,

H.no:1-2-3/4, Pocharam, Annojiguda. Near Raheja Mindspace. Hyderabad. Telangana. 500012.

Dear Mr. /Ms/ Mrs. Vam,

## **Offer Letter**

With reference to your application and subsequent interview you had with us,

### **Joining:**

Your scheduled date of employment with us will be **November 10,2021**.

### **Designation & Duties:**

We wish to offer you the post of **Senior HR Manager**, at **Hyderabad** based on the terms and conditions. You will be responsible for achieving the goals and targets assigned to you.

### **Compensation:**

#### **Royalty Pay**

Your Compensation will be as per our discussion **INR 4,50,000 (Four Lakh Fifty Thousands Rupees Only) per annum**. You will be given Royalty pay as per the below structure

Types of Income

Direct pay

Personal points- Rs.25/-

Assigned points- Rs.20/- per each point earned Team bonus (compared with team cost) (Rs.25/- per each point)

Slabs	% of team goal achieved	% of points you will earn
Slab-A	Up to 75%	5%
Slab-B	75%-100%	7.5%
Slab-C	100% -150%	10%
Slab-D	150 and above	12.5%

#### **Bonus Pay**

You will earn 2.5% points from all the teams under you

Pay, Plans/Performance Linked Incentives & other perks are at discretion of the Management.

**Documents to Submit:**

You are required to submit the following documents before/ at the time of Joining.

- Photocopy of experience certificate (if applicable).
- Photocopies of certificates and mark-sheets of Higher educational / professional qualifications.
- Copy of Aadhaar Card.
- Copy of Pan Card.
- Relieving letter (if applicable).
- Passport size photographs.

**Probation:**

You will be on probation for 3 months from the date of joining. Your probation period may be extended or reduced on the sole discretion of the company. Your services will be confirmed for full-time basis in the organization after satisfactory completion of probation period.

**Notice Period:**

You need to serve minimum of 15 days to the organization. You need to give 100% support, knowledge transfer, team transfer, client transfer and responsibilities to your reporting manager atleast before the last day of the notice period.

**Termination:**

Employee will be terminated from the Company for any bad behavior or irresponsible about timelines by giving 15 days of notice.

**Terms and Conditions:**

- He/she should be punctual to Work.
- No leaves are credited to you during the probation period.
- Sudden Leaves are not accepted. So, inform to your Reporting Manager atleast 24hours before.
- He/she should be active at working Hours.
- Pay, Plans/Performance Linked Incentives & other perks are at discretion of the Management.

**Note:**

Please send us the acceptance of this offer by accepting the offer with a signature, the details of which are shared in the email.

We look forward to have you as an active member of our M3 Avenue family.

**M3 AVENUE FINANCIAL**



**SERVICES PVT LTD**

**Employee**

**M3 Avenue Financial Services Pvt.Ltd**

**Vam's Signature**

**Authorized Signature**

**Place:**

**Date: 10-11-2021**

**Date:**

**\*\*\*THANK YOU\*\*\***



**MONEY MAKING MACHINE**