

Date: **01<sup>st</sup> March 2023**

Dear **Mohd Sadik Pasha**,

We are pleased to inform you that you have been selected for the position of **Jr. Software Engineer – Software Implementations** w.e.f **01<sup>st</sup> March 2023** on the following terms and conditions:

1. Your Annual Emolument is **Rs 04.00 Lakhs** (Four Lakhs Rupees Only) per Annum; the break-up of emolument is as per Annexure-A.
2. You are requested to report for your duties on or before **01<sup>st</sup> March 2023** at **#509, 4th floor, KTC Illumination Building, Gafoor Nagar, Madhapur, Hyderabad, Telangana- 500081** or virtual onboarding on the same day, HR will get in touch with you. Failing to report, this letter of appointment stands null and void.
3. You will be required to submit to our HR department a set of documents as mentioned here at the time of reporting for duty and hence you are advised to come prepared accordingly.
  - Copy of all educational certificates.
  - The relieving certificate from the previous employer
  - Experience certificate from the previous employer
  - Salary certificate/last 3 months' payslips from the previous employer
  - Recent photograph
  - Passport Details: Passport No, Place of issue, Date of issue and Date of expiry. In case you don't have a passport please get it issued within six months of joining and in case you cannot apply for it, give the written reasons to HR.

We welcome you to KPi-Tech family and wish you a successful career with us.

For KPi-Tech services

DocuSigned by:

DocuSigned by:



Authorized Signatory



India Address:

**KPi- Tech Services Private Limited**

Flat No. 509 & 510, Plot No.32 to 34 & 39 to 41,  
4<sup>th</sup> Floor, KTC Illumination, Gafoor Nagar,  
Madhapur, Hyderabad, Telangana- 500081.

+91 40 42208012

CIN – U72200TG2015PTC102424

GST – 36AAGCK0244F1ZV

US Address:

**KPi- Tech Services Inc.**

3 Germay Dr, Unit 4 #2591  
Wilmington, DE 19804  
State File No. 6738725

+1 302 451 9598



info@kpitechservices.com  
www.kpitechservices.com

**Annexure – A**

Name	Designation	Reporting Manager
Mohd Sadik Pasha	Jr. Software Programmer	Kirti Raina

**SALARY DETAILS**

With Effect from **01<sup>st</sup> March 2023**, you will be eligible for salary, allowance, and other benefits as under:


<b>Employee Name</b>	:	<b>Mohd Sadik Pasha</b>
<b>Employee ID</b>	:	<b>KPI0065</b>
<b>Designation</b>	:	<b>Jr. Software Programmer</b>
<b>Department</b>	:	<b>Software Implementations</b>
<b>Date of Joining</b>	:	<b>1-Mar-23</b>


Salary Details	Amount (Rs. Per month)
Basic	: ₹ 15,683
House Rent Allowance	: ₹ 6,273
Children Allowance	: ₹ 1,200
Project Allowance	: ₹ 1,368
Special Allowance	: ₹ 2,160
Periodicals Allowance	: ₹ 682
<b>Gross Salary</b>	<b>₹ 27,367</b>
<b>Employer's Contribution:</b>	
PF	: ₹ 1,800
<b>Monthly cost to company (Fixed Amt)</b>	<b>₹ 29,167</b>
Variable Pay	: ₹ 50,000
<b>Total Monthly Cost to the Company</b>	<b>₹ 33,333</b>
<b>Annual cost to company</b>	<b>₹ 4,00,000</b>

**Note:**

- Any tax liabilities arising out of the compensation will be based on the employee's tax declaration.
- You will be entitled to employee benefits as per company policies in effect.
- 3 Lakhs** of Health Insurance for you and your immediate family members (Premium paid by the Company)
- Variable pay of **50,000/-** will be paid based on your performance and this will be paid in 2 installments.
- First installment will be paid after completion of **9 months** from date of joining and the second installment after completion of **12 months**.

DocuSigned by:

DocuSigned by:  E6B5AC1CCFEA442...



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