

Offer Letter

5th July 2023

Santosh Raulo

25/WF, Room No. 4
Nanibai Abdul Aziz Chawl
LBS Marg, Kurla West
Mumbai 400070

Dear Santosh,

Consequent to your application and interview with us, we are pleased to offer you the position of **Senior Software Engineer** at Blenheim Chalcot IT Services India Pvt. Ltd. This letter outlines the main terms of the offer.

- You will join us on **7th August 2023**.
- Your annual cost to company will be **Rs. 33,00,000/-**.
- You will be on probation for a period of six months.
- You will receive a joining bonus of **Rs. 1,50,000/-** upon confirmation.
- The joining bonus will be adjusted against your full and final settlement on a pro-rated basis if you leave within a year of your joining the company.
- If you fail to join the company on the said joining date for any reason, this offer stands cancelled and you agree to indemnify the company by offering two months of your annual CTC, to compensate towards the time and efforts spent by the company on recruitment. Similarly, the company agrees to indemnify you by paying two months of your annual CTC if the said offer letter, duly accepted by the you, is subsequently cancelled by the company for any reason except if such cancellation is due to a negative reference check of the candidate.
- This offer letter is valid only till **7th July 2023**.

We welcome you to Blenheim Chalcot and look forward to working with you.

Thanks and best regards,
For Blenheim Chalcot IT Services India Pvt. Ltd.



Daphne Vaz
Manager, HR Business Partner

Blenheim Chalcot IT Services India Pvt. Ltd.

103-104, B-Wing, Fulcrum, Hiranandani Business Park,
Sahar Airport Road, Andheri (East), Mumbai – 400 099.

CIN: U72300MH2014FTC256115

T+91(0)2267060000 F +91(0)67060001 W www.blenheimchalcot.com



Blenheim Chalcot

Confidential

As a token of my acceptance and confirmation that I have understood and accept the above terms and conditions, I am returning a signed duplicate of this offer letter/reverting on email with my acceptance.

Name: Santosh Raulo

Signature: *Santosh Raulo*

Blenheim Chalcot IT Services India Pvt. Ltd.

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Compensation break-up of Santosh Raulo			
A	COST-TO-COMPANY		33,00,000
B	SALARY COMPONENTS	Per Month	Per Annum
	Basic Salary	1,37,500	16,50,000
	House Rent Allowance	68,750	8,25,000
	Petrol Reimbursement	20,000	2,40,000
	Children Education Allowance	200	2,400
	Food Allowance	2,200	26,400
	Telephone & Internet Allowance	2,000	24,000
	Newspapers & Books	1,500	18,000
	Corporate Attire Allowance	2,500	30,000
	Special Allowance	20,478	2,45,735
	Leave Travel Allowance	11,458	1,37,500
	Employers Contribution To PF	1,800	21,600
	Gratuity	6,614	79,365
	Gross Salary	2,75,000	33,00,000
C	DEDUCTIONS	Per Month	Per Annum
	Less: Gratuity	6,614	79,365
	Less: Profession tax	208	2,500
	Less: Employer contribution to PF	1,800	21,600
	Less: Employee contribution to PF	1,800	21,600
	Net Salary (excl Income tax)	2,64,578	31,74,935
Note:			
This offer and all related details are confidential, please do not disclose the same to third parties without our prior consent.			

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