

Dear Shivank,

Congratulations on your selection with **Java R&D Pvt. Ltd.** as a **Sr. Software Engineer.**

Given below are your offer details:

Position Title: Sr. Software Engineer

Fixed Annual CTC: Rs.7,00,000/- (Seven Lakh Rupees only) + Night Shifts Client Project Variable Bonus

Joining Date: Monday, September 13th, 2021

Reporting Time: 6:00 PM IST

Work Location: Permanent Remote

Office Address: SF-5,6,7,2nd Floor, B- Block, Mansarovar Complex, Habibganj, Bhopal, (MP).

Offer Validity:

This offer is valid for 10 days from the date of issuance of the offer. We should receive a copy of your resignation, with-in 10 days from the date of the offer, in absence of which this offer will be considered as void.

Documents Needed before Joining:

Please see attached "1_Checklist_Documentation_New Joiners", you need to complete the remaining documentation on or **before the joining date**. Please go through the attached checklist of the documents and compile all documents accordingly and submit on or before the joining. Please also keep the original copy of the documents with you for verification purposes.

Point of Contact for Documentation and Joining Formalities or any other queries at India HR Team at Bhopal Office: Contact **Ms. Snigdha on 9691508903** or **Mr. Zain on 9893364593**.

(Annexure A)

Compensation Details

Details of admissible compensation and benefits subject to the rules of the company as applicable from time to time to **Mr. Shivank Goel**.

Salary Annexure		
Name: Shivank Goel		
Job Title: Sr. Software Engineer		
A) Components In salary	Monthly (INR)	Annual (INR)
Basic Salary	33,000	3,96,000
Dearness Allowances	9,900	1,18,800
HRA	8,250	99,000
Special allowances	3,850	46,200
B) Gross Salary Offered	55,000	6,60,000
C) Fixed Year End*¹		40,000
D) Final CTC Offered		7,00,000
E) Deductions		
PF contribution by employee* ²	1,800	21,600
Employer PF Contribution* ²	1,800	21,600
Professional Tax (PT) * ³	208	2,500
F) Total deductions (PF+PT)	3,808	45,696
G) Net Salary (Gross-Total deductions) *⁴	51,192	6,14,304

- *¹Year end Bonus is defined in detail in Annexure B. Page 2.
- *²EPF is Compulsory if Gross Salary (B) is up to Rs. 15000/-, and EPF is optional if Gross Salary is above Rs. 15000/-
- *³Professional Tax (PT) Slabs are as per the Madhya Pradesh State. It is 208 for 11 month & 212 for 12th month.
- *⁴This Salary Amount is subject to TDS Laws as per the Income Tax rules of Government of India. TDS Applicable as per Income Tax Act,1961.
- The net salary of employee varies if employee has any salary advances & loss of pays.
- Any Investment required to be made as per your structure will be your liability and not that of the company.

(Annexure B)
Fixed Annual Bonus

Annual Bonus: Rs.40,000/- (Forty Thousand Rupees Only)

Terms: You will be eligible for an annual bonus upon completion of a year post your confirmation of your employment. Yearly period will be calculated as per your confirmation date. Annual bonus will only be paid if you are continuing your services with the company. In case of separation from the employment; you will not be eligible for any bonus earned in the previous year.

[Example: Suppose if the **confirmation date** of the employment is April 1st 2020 then the 1st year annual bonus will be earned till April 1st 2021 and the same will be paid by May 2021. In case you leave the organization before April 2021 then you would not be eligible for bonus.]

(Annexure C)

Night Shifts Client Project Variable Bonus

You will be responsible for handling at least 1 USA client project, client communication, development and any other tasks assigned by the client. Once you have been deployed on more than 1 Client project, you will be eligible for the below mentioned variable bonus on a recurring monthly basis till the time project goes on:

Night Shifts Client Project Variable Bonus

1. Second Project Bonus

Once you have been deployed on the 2nd USA Client project in the night shifts in parallel with the 1st project, then you will be eligible to receive the Second Client Project Monthly Bonus of **Rs. 40,000/- (Forty Thousand Rupees Monthly)** from the day you start working on the Second Project.

2. Third Project Bonus

Once you have been deployed on the 3rd USA Client project in the night shifts in parallel with the 1st and 2nd project, then you will be eligible to receive the Third Client Project Monthly Bonus of **Rs. 40,000/- (Forty Thousand Rupees Monthly)** from the day you start working on the Third Project.

In such a case although the bonus for the 2nd / 3rd project will start from the first day of the project but the bonus earned for a particular month will be paid after 2months. For example the Bonus accrued for the month of January will be paid in April. This would also be on pro-rata basis depending on the start date of the 2nd / 3rd project.