

"Here's to the crazy ones. The misfits. The rebels. The troublemakers. The round pegs in the square holes. The ones who see things differently. They're not fond of rules. And they have no respect for the status quo. You can quote them, disagree with them, glorify or vilify them. About the only thing you can't do is ignore them. Because they change things. They push the human race forward. And while some may see them as the crazy ones, we see genius. Because the people who are crazy enough to think they can change the world are the ones who do."

Hey Shamrao,

This is one of the most amazing and emotional moment for us. Congratulations – you join us as **PHP Developer** at BrandzGarage. Welcome aboard the Black Pearl (we love movies and are pretty much influenced by the Pirates of Caribbean)

Each day of our lives at BrandzGarage is inspired by the above-mentioned quote and we love people who are crazy just like YOU. We admire innovation and perseverance and have a firm belief that you carry the same passion as each member of BrandzGarage does. At BrandzGarage, you will be opening yourself up to new technologies and keep things upbeat when it comes to GOD – OUR CLIENTS. We all together as a team is going to change the phase of Marketing and Technology in the world – you are getting into a massive task. We follow a very simple, clichéd but not-followed-by-many recipe – "WORK HARD, PARTY HARDER" and you being one of the ambassadors of our company culture, you need to carry this to everyone who joins the House of Pirates. For your role in the company, you will be our face for the clients. You are going to make dent of **Rs. 3,36,000** in the company's pocket annually.

Your journey to the wilderness and awesomeness starts from **7th Feb'18** where you are going to have a kick-ass start to the new road.

Congratulations again - With all the faith to see you raising the smartness and innovation quotient of the company, we eagerly wait to see you getting started with us.

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Naveen
(Co-Founder & CMO – BrandzGarage)
Let the awesomeness start!

Salary Breakup

Name	Shamrao Kumbhar
Designation	PHP Developer
Date of Joining	7 th February 2018

Benefits	Amount (INR)
Basic	6,500
HRA	3,000
Transport Allowance	1,600
Medical Allowance	1,250
City Compensatory Allowance	11,650
Gross Monthly CTC	24,000
Gross Annual	2,88,000
Variable Pay* (annual)	48,000
Total Annual CTC	3,36,000

- Variable pay will be calculated monthly and paid quarterly
- There will be deduction of professional tax (PT = Rs 200 for 11 months and Rs 300 in Feb) – As we all grow together, we will have some saving schemes which might be incorporated in your salary structure like PF, medical insurances etc which will be informed to you.
- There will be a probation period of three months in which your performance will be reviewed. Also if the performance is not upto the expectations set then the probation period might get extended for a month or a termination might occur without prior intimation.
- For leaves, inform us prior and we will try our best to fill in your gap for those days.
- Our salary starts from 26th of every month and ends on 25th of the next month. An employee needs to complete 20days for salary disbursal.