

Date: 18-November-2020

To,  
**Mr. Sparsh Srivastava,**  
**Bangalore**

**Offer Letter**

Dear **Sparsh,**

We are pleased to offer you the position of **Associate Data Scientist** based at our Center/office in Bangalore, with effect from 19-November-2020.

Your Annual Fixed Pay will be INR 4,08,000/-. In addition to this you will be eligible for a Performance linked Annual Variable Pay component. (*Refer Annexure I for detailed Monthly CTC compensation break up from the date of joining and the Annual Variable Pay*).

Force Majeure Clause: You understand and agree that your job may end without notice, or payment of notice, if a natural disaster, act of God, war, riot, acts of terrorism, workplace fire, flood or other similar major event (that can be classified as "force majeure") beyond the employer's control makes it impossible for employment to continue. Where practicable, the Company will discuss with you before exercising this clause

Your offer has been made based on information furnished by you. However, if there are any discrepancies encountered in the documents or certificates submitted as proof, we retain the right to review our offer of employment. This offer is subject to positive reference check.

You are requested to submit scan copies of all your documents mentioned below along with acknowledgment of this Offer letter as a token of acceptance and send it to us. At the time of joining you are also requested to bring hard copies of all your documents mentioned below and Offer letter acceptance.

We look forward to a long and fruitful association with you.

Yours Sincerely,



**Mr. Sameer Munshi**  
**Senior Vice President - HR**

I accept,

Ms/Mr \_\_\_\_\_

Signature: \_\_\_\_\_

Date : \_\_\_\_\_

PS: Please bring along the following documents at the time of joining:

- Passport size Photographs – 3 /Scan copy of Cancelled cheque.
- Copy of PAN card, Aadhar Card
- Address Proof, Permanent and Communication
- Copy of All Education certificates (10th / 12th/ Graduation/ Post Graduation / Diploma/ etc.)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 month previous Salary Slips or Bank Statement from the previous employer

**EBSC TECHNOLOGIES PRIVATE LIMITED**

CIN No. U80904WB2018PTC226746

**Regd. office:** 1/1, Pollock Street, Kolkata 700001 India

**Head Office:** #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 1800-103-1610 | E-Mail: info@edubridgeindia.com | Website: www.sahicareer.com

Annexure I	
Employee Name	Mr. Sparsh Srivastava
Date of Joining	19-November-2020
Department	IT
Designation	Associate Data Scientist
<b>A. Monthly CTC Compensation (Fixed Pay)</b>	
Particulars	Amount (INR)
Basic	16,000
House Rent Allowance	6,400
<b>Other Allowances</b>	
Telephone & Internet	0
Fuel	0
Driver	0
Entertainment	0
Special Pay	9,800
<b>Gross Salary</b>	<b>32,200</b>
Employers Contribution – Provident Fund	1,800
<b>MONTHLY COST TO COMPANY</b>	<b>34,000</b>
<b>B. Performance Linked Annual Variable Pay*</b>	
<b>Annual Variable Pay Target</b>	<b>INR 40,800</b>
Annual Performance linked incentive of Rs 40,800 is based on Individual, Business and Company performance.	

**Notes:**

1. Gratuity will be paid as per Payment of Gratuity Act 1972
2. All amounts payable will be taxable as per statutory laws and deduction as required by the statute would be made from the payout to the employee
3. In case there is no provident fund contribution, a joint declaration would have to be signed by the employer and employee for record keeping (only applicable for employees drawing basic salary of more than INR 15,000).

Yours Sincerely,



**Mr. Sameer Munshi**  
**Senior Vice President - HR**

I accept,

Ms/Mr \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

**EBSC TECHNOLOGIES PRIVATE LIMITED**

CIN No. U80904WB2018PTC226746

Regd. office: 1/1, Pollock Street, Kolkata 700001 India

Head Office: #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 1800-103-1610 | E-Mail: info@edubridgeindia.com | Website: www.sahicareer.com