



## APPOINTMENT LETTER

Dear Udit,

13th April, 22

### **Congratulations on your offer from McKinley Rice!**

We are delighted to offer you the position of **Associate Developer (M1)** within our Development Team. Please review this summary of terms and conditions for your anticipated employment with us.

### **Terms of Employment**

- **Commencement date:** 23rd May 2022
- **Location:** Noida
- **Compensation:** INR 10,50,000/- per annum i.e. (8,50,000/- + 2,00,000 P&B\*)

### **Company Overview and Benefits**

**McKinley Rice's Global Meta-Company** is the next evolutionary step in globalization. Spiritually, we're a community where people and companies come together to do their best work. And organizationally, we're a company that's composed of many other companies, hence the name. Diverse companies and employees share one infrastructure, inside which direct employer-employee relationships are formed with each other. It's like how apartments provide a safe, common infrastructure while being composed of many different households. We do the same thing, but for global work.

- **Perks and Benefits (P&B\*)**
  - **Education Reimbursement**, we pay up to 60,000 per year for you to learn, train, and better yourself.
  - We have a **hybrid working model** and to ensure smooth working, we **reimburse for your home wi-fi** with up to 12,000 per year.
  - **Employee Reward Catalog Program**, we offer a comprehensive rewards program that includes career coaching and mental wellness programs, communication and financial planning courses, leave travel allowance along with vouchers and gifts worth up to 1,24,000 per year.
  - We pay for quarterly **team parties**, up to 4,000 as we believe in the notion 'work hard and party hard'.
  - In addition to the earned leaves, we provide paid **maternity and paternity leaves** along with paid **Covid-19 and bereavement** leaves.



# McKinley Rice

## Probation Period & Joining

- You will be on probation for a period of four months from the date of joining the Company. On satisfactory completion of this period, your services shall be confirmed.
- Once the offer email is accepted, you must join on the agreed date under the company legal policy. Failure to do so shall make you liable for compensation of INR 50,000/- payable immediately to McKinley & Rice or legal action shall be taken.

**You are requested to confirm your acceptance and date of availability to join the undersigned within 24 hours of this offer (earlier the better).**

**Please share the scanned copies of the following documents for our records and reference along with your acceptance of the offer:**

- Educational documents (Starting from 10th)
- Updated CV
- ID proof and address proof
- Experience letters from the previous organizations (if any)
- Last 3 months salary slips
- Existing offer from any other company
- Contact details for a reference check (At least 3)

## Please note:

- A personal laptop is essential for the position.
- The offer would be annulled if you fail to join on the agreed date.
- Upon formally joining the organization, you will receive an appointment letter.

We look forward to welcoming you to the McKinley Rice family. If you have any questions or need additional information, please don't hesitate to contact me.

Thank you.

Warm Regards

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