Global IT Solutions

E-MAIL : info@thePSI.com
WEBSITE : www.thePSI.com

PS/HR/2021-22 Date: 10-Mar-22

Himanshu Sain
269, R.P.A. Ke Samne, Pani Pech, Nehru Nagar, Kalakar Colony
Jaipur-302016,Rajasthan

Sub: Offer of Employment

Dear Himanshu,

Further to your interview and discussion with us, we are pleased to offer you the post of Executive in our organization. You will be paid a salary of Rs.338004.00/- (Three Lakh Thirty Eight Thousand and Four Only) per annum on CTC basis, subject to tax and other statutory deductions as applicable.

You will be on a probationary period for the first six months. Upon successful completion of the probationary period, your employment will become of a permanent status. Please note, you will be eligible for next salary review in the salary review cycle falling after 31st March 2023. Salary Increment will be on the basis of demonstrated results and effectiveness of performance during the period of review.

You need to sign an NDA and 12 Months Service Adherence Agreement with us. Also, you agree that terms and conditions of above said agreements are acceptable to you.

You will be required to join your duties on or before 11-Apr-22 at 9:30 AM at following address:
Pratham Software Pvt. Ltd.
G1-265-266, RIICO Industrial Area,
EPIP, Sitapura, Jaipur – 302022

You are requested to provide us the original and photocopy of following documents for verification/submission at the time of joining. All documents should be self-attested: -
a) Educational/ Professional qualification certificates
b) Certificate of Date of Birth
c) Salary Certificate from previous employer
d) Experience Certificate from previous employer (s) and Relieving Certificate
e) Form 12 B from Last employer
f) Four Passport Size Photos
g) PAN Card
h) Driving License
i) Passport
j) Voter ID
k) Aadhar Card

You can confirm your acceptance through email.

Note: The validity of this offer is subject to reference check & background verification report and authenticity & legitimacy of the credentials & information provided by you.

On behalf of Pratham Software,
Best Regards,
Sonal Upadhyay|Associate Vice President|HR
(T) +91 141-6690000|

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Annexure - A
(All figures in INR)
PRATHAM SOFTWARE PRIVATE LIMITED
Compensation & Benefit Plan

Name	Himanshu Sain
Joining Date	11-Apr-22
Effective Date	10-Mar-22
Decision Date	
Designation	Executive
Department	NETWORK

Component/Description	Amount (Rs per month)	Amount (Rs per annum)
BASIC	9900	118800
Fixed Bonus	1000	12000
Training/Research/Academic Allowance	2500	30000
Purchase and Maintenance of Uniform Allowance	1250	15000
Employers PF Contribution	1188	14256
Provision of Gratuity	476	5712
Group Health Insurance	297	3564
TOTAL FIXED COST(TFC)		338004
ALLOWANCES		
House Rent Allowance	4950	59400
Education Allowance	1500	18000
Special Allowance	3506	42072
MONTHLY GROSS *	26206	
BENEFITS:CONTRIBUTION BY ORGANISATION		
Monthly CTC	28167	338004
Transport Allowance	1600	19200

* Bonus Shall apply as per the 'Payment of Bonus Act, 1965'.
** As per the Provisions of 'Payment of Gratuity Act, 1972'.
*** Leave Encashment as per Service Rule Book.

Company Confidential - This Communication is confidential between you and Pratham Software Pvt. Ltd