

Hyderabad,
3rd April 2021

Dear Mr. MUKESH KUMAR V,

Sub: Offer Letter

With reference to the evaluation of your application with us for an employment, we are pleased to offer you a role of **"Trainee, System Development"** in Hansa Solutions India Private Limited.

Your initial place of reporting will be in Hyderabad. However, your work location will be at client place i.e., Mumbai or any other location as decided by the company from time to time. The date of joining will be communicated to you eventually.

You will be on Internship for six (6) months from the date of joining, during which you will be entitled to receive a stipend of Rs. 15,000/- per month (Fifteen thousand rupees only). On successful completion of internship without any backlogs and satisfactory progress made during Internship, your Annual Total Compensation (ATC) will be as mentioned in Annexure-A.

You agreed to sign a bond with the Company guaranteeing to serve the company for 3 years. The guarantee amount will be equal to your initial annual gross salary.

Your appointment will be governed by the terms and conditions of employment rules of the company, regulations and practices in vogue in the company and those that may change from time to time. Your compensation is **highly confidential** and if the need arises, you may discuss it only with your Project Manager or HR Manager.

At the time of joining, please submit the following documents:

- ✓ Photocopy of your education certificates and mark sheets from 10th onwards.
- ✓ Photocopy of your Passport. If not available, should acquire at the earliest.
- ✓ Relieving letter from your previous employer and last drawn pay slip OR Conduct Certificate from the last educational institute, whichever is applicable.
- ✓ Three recent passport size and two stamp size color photographs.
- ✓ Permanent Account Number (PAN) along with the original card
- ✓ Duly signed acknowledged copy of the offer letter.

After accepting this offer, you are required to be registered with the National Skills Registry (NSR) and provide the ITPIN number within 3 months of your joining.

We look forward for your excellent contribution and support to build your career in our Company and growth of the Company as well. Should you have any further questions or clarifications, please reach us at hrteam@hansasolutions.com.



For Hansa Solutions India Private Limited,

Acceptance Signature
Date:

Annexure A

Campus Drive Performance Score Board

Round 1	Round 2	Round 3	Round 4	Round 5	Total Score	Eligible CTC
15.5	15.5	15.5	13	17	61.2%	4.89 Lakhs



Selection Program

Be Strong In Fundamentals

Rounds	Pass/Marks	Coders	Non-Coders
Level 1 Objective	15/25	SQL, Coding, Communication	SQL, Communication
Level 2 Descriptive	15/25	SQL, Coding	SQL, Comprehension
Level 3 Descriptive	15/25	Coding	Not Applicable
Level 4	15/25	Technical	Vi-va
Interview	15/25	Personal	Personal

Total 100 marks. Pass mark 60% in each round

Non-Coders other than Project Managers. For Project Managers, there will be Assignment and Presentation



22

For Coders ONLY

Your Score will Determine your CTC. Max.100 Score
 $CTC = \text{Score} \% \times 8 \text{ Lacs}$

Score and WIN your CTC



Topper	100%	INR 8 Lacs CTC
Outstanding Performance on Company Discretion: Additional INR 2 Lacs as one time Bonus		
Near to Topper	80%	INR 6.4 Lacs CTC
Scaling up for Topper	60%	INR 4.8 Lacs CTC
Runner up	50%	INR 4.0 Lacs CTC



CTC BREAKUP

Name	Mr. MUKESH KUMAR V
Designation	Trainee, System Development
Joining Date	05 th April 2021
Internship Period	5 th April 2021 to 4 th October 2021.
Post Internship Probation Period	06 months

Salary Components	Per Month	Per Annum
Basic	13,653	1,63,840
HRA	6,827	81,920
Life Style Allowance	5,803	69,632
Conveyance Allowance	4,096	49,152
Food Allowance	3,755	45,056
Monthly Gross Salary	34,133	4,09,600
Performance Incentive		20,480
Provident Fund		19,661
Medical Insurance		5,000
Gratuity		7,881
Joining Bonus		50,000
Cost to the company		5,12,622

Performance Incentive Evaluation & Payment Criteria:-

Your performance will be reviewed every month and payment will be released every quarter. The percentage of performance incentive will be determined through KPA/KRA processes.

We take this opportunity to thank you for joining Hansa Solutions & wish a long lasting mutually beneficial association.



For Hansa Solutions India Private Limited

Acceptance Signature
Date:

Note: Your appointment is subject to satisfactory professional reference checks.