

**Kaar Technologies India Private Limited**

Level 8 Shyamala Towers,
No 136, Arcot Road,
Chennai - 600 093, TN, INDIA
CIN: U72200TN2005PTC087065
t | +91 (44) 4065 1500
f | +91 (44) 4065 1512
e | info@kaartech.com
w | www.kaartech.com

Date: 15 September 2020

Name of the Student: Ashwath R

Name of the College: Sathyabama Institute of Science and Technology

Letter of Intent to Hire

This letter is evidence that you have successfully completed our selection process for the "Trainee" role,

With reference to your participation in the on-campus hire process, and subsequent interview you had with us, we are happy to extend an **Intent to hire letter**.

The offer Letter will be issued after your successful completion of your academic coursework in compliance with our recruitment criteria of **80% in 10th Std, 12th Std and Engineering score without history or standing arrears**.

Employment is subject to you being medically fit, and subject to satisfactory references, background verifications.

We will be issuing the offer letter at the time of Joining and your joining date will be on **June 2021**.

The DOJ is subject to business requirement and market conditions. Your Joining batch and the date will be communicated by Human Resource Department separately.

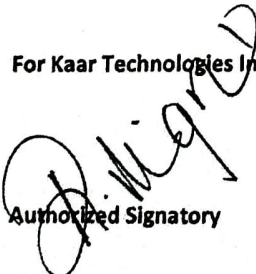
Upon joining you will be on probation period for **6 months** during this period you will undergo various classroom and On-Job-Training. Your monthly stipend for the **first 3 months** will be **Rs. 15,000/-** (Rupees Fifteen Thousand Only) and from **4th month** onwards the stipend will be **Rs. 20,000/-** (Rupees Twenty Thousand Only). Probation confirmation will be on the **7th Month** and it will be based on your performance in the continuous assessments during the training period. After successful review and completion of probation, your salary from **7th month** onwards will fall under **Rs. 6,50,000** (Rupees Six Lakhs Fifty Thousand Only) Annual CTC. The details are enclosed in the annexure.

You will be required to sign a Proprietary Information and Inventions agreement on joining. Your employment with us will be governed by the terms and conditions of the organization.

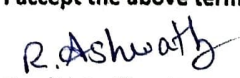
We welcome you to Kaar Technologies and look forward to a long and mutually rewarding association with you.

Yours Sincerely,

For Kaar Technologies India Pvt Ltd.,


Authorized Signatory

I accept the above terms and conditions


Candidate Signature
Date: 27/09/2020

Annexure			
Name: Ashwath R			
Designation: Trainee			
Band: Professional II-D			
Salary Structure			
Fixed Components		Salary (In Rupees)	
		Annual	Monthly
Basic		260000	21,667
House Rent Allowance (HRA)	50% Basic	130000	10,833
Transport Allowance		19200	1600
Children's' Educational Allowance*		2400	200
Children's' Hostel Allowance**		7200	600
Flexi Components			
Hospital & Medical Expenses		54630	4,553
Academic Fees		18210	1,518
Books & Periodicals		9105	759
Conveyance		36420	3,035
Attire Expenses		36420	3,035
Telephone Expenses		13,658	1,138
Internet Expenses		13,658	1,138
Leave Travel Allowance		10000	833
Gross Salary			50,908
Annual Benefit			
Insurance Premium*****		4500	
Statutory Benefits			
PF (Employer's Contribution)****		21600	1800
Gratuity		13000	
Annual CTC		650000	
* Children's' Education allowance is eligible for claim @ Rs.1,200 per child for a maximum of 2 children who are the employees own child and studying ** Children's' Hostel allowance is eligible for claim @ Rs.3,600 per child for a maximum of 2 children who are the employees own child and are in Hostel *** Payable based on the prevailing Variable Pay policy in the Organization.(Subject to change) **** As per applicable Statutory rules and regulations ***** Annual Insurance Premium under Group Cover as per company policy			