

Date :15/07/2021

To  
Gayathri. B  
(Code: CAN339418)

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Process Associate**. Your services are being deputed to **TEAM HR SERVICES PRIVATE LIMITED** on the following terms and conditions:

- Your employment will be valid from **19/07/2021 To 18/07/2022** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 291,900.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Medclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: Aadhar Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.  
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.  
A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.  
Wishing you the very best!

Yours truly,  
**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**

# Annexure I: Salary Breakup

| Component                                              | Monthly          | Yearly            |
|--------------------------------------------------------|------------------|-------------------|
| Basic                                                  | 15,000.00        | 180,000.00        |
| House Rent Allowance                                   | 1,500.00         | 18,000.00         |
| Statutory Bonus                                        | 1,250.00         | 15,000.00         |
| Deputation Allowance                                   | 4,033.00         | 48,396.00         |
| <b>Gross Salary</b>                                    | <b>21,800.00</b> | <b>261,600.00</b> |
| Employer's Contribution to EPF                         | 1,800.00         | 21,600.00         |
| Workmen Compensation Policy                            | 17.00            | 204.00            |
| Insurance                                              | 575.00           | 6,900.00          |
| EDLI                                                   | 75.00            | 900.00            |
| PFADMIN                                                | 75.00            | 900.00            |
| <b>CTC (Cost to the company)</b>                       | <b>24,325.00</b> | <b>291,900.00</b> |
| Employee's Contribution to EPF                         | 1,800.00         | 21,600.00         |
| <b>Net take home = (Gross salary- Total deduction)</b> | <b>20,000.00</b> | <b>240,000.00</b> |

\* Income tax, Professional tax and LWF as applicable will be deducted.

\* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

**For Randstad India Pvt Ltd.**



**Authorized Signatory**  
**Balakrishnan S**  
**Head - HRSSC**