

Mr. Hemanth Kumar

Subject : OFFER FOR EMPLOYMENT

Dear **Hemanth Kumar**

With reference to your application and subsequent interview held at our office. We are pleased to offer you employment in our organization as a **Executive-Customer Support**. Your place of posting will be at **Chennai**.

Your gross emoluments per annum including all other benefits will be INR **Rs. 1,33,644/-** Per Annum (Rupees One Lakh Thirty Three Thousand Six Hundred and Fourty Four Only).

As discussed, your joining date will be **22nd June 2021** and you shall report to our Head Office at 09.30 am. Further, you shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

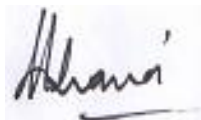
We Request you to bring the following documents / Credentials at the time of Joining and submit these documents to the HR Department on the day you join our organization:

- Photocopy of all your Academic Qualification documents (Degree Certificates etc.)
- Copy of Passport, Aadhaar Card & PAN card (Proof of Address)
- Three passport size photographs

At Last, we welcome you in the Thinksynq family and wish you a rewarding career ahead. Please feel free to get in touch with Ms. Manju Senior Executive - HR at any time for any further information.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

A handwritten signature in black ink, appearing to read 'Manju', is shown within a light blue rectangular box.

Authorised Signatory

Emoluments

PARTICULARS	Rs. PER MONTH
Fixed Components :	
Basic	5,474.00
HRA	2,737.00
Special Allowance	1,288.00
Total Fixed Components (A) :	9,499.00
Variable Components :	
Incentives*	500.00
Total Variable Components (B) :	500.00
Overall Total [(A) + (B)] :	9,999.00
Employer Contributions :	
PF @ 12%	812.00
ESIC@3.25%	326.00
Sub Total (C) :	1,138.00
Total CTC [(A) + (B)] + (C) :	11,137.00
Less Deductions :	
Employee Contribution to PF 12%	812.00
Employee Contribution to ESI 0.75%	76.00
Professional Tax	115.00
Total Deductions (D) :	1,003.00
Net Pay before Tax [(A) + (B)] - (D) :	8,996.00

Note:

1. All permanent employees will be entitled to applicable leave on completion of one year of service. During the first year if an employee takes any leave, the same will be treated as Loss of Pay.

2. Incentive:

The Target based incentive will be Rs.500 per month for achieving 100% of target.

The company's incentive scheme may have higher incentive amount for achieving over 100% of Target. An employee is eligible to get incentive only when he / she achieve certain minimum part of the Target.

3. During Probation (6 Months) or confirmation either party may terminate the employment by giving 1 Month notice period of salary in lieu thereof.