

**Letter of Intent – Fixed term employment**

Date: 20 Dec 2021

Harshada Sambhaji Shinde

At post bhuye, tal - karvir, dist - kolhapur, near state bank of india

Dear Harshada,

Subsequent to your interview with us, we are pleased to offer you a fixed term employment with effect from 20 Dec 2021 to 19 Feb 2022 and your start date will be 20 Dec 2021 at Coforge – Kolhapur, subject to satisfactory completion of Verification, Antecedents and Testimonials.

This employment contract may be extended on mutual agreement or will get terminated by default after the aforementioned period. This contract can be terminated by either party by giving notice of 15 days.

You will be required to sign up a contract and a non-disclosure agreement with the company in respect of your services.

You will be paid a monthly gross salary of Rs. 14,314/- subject applicable tax, for completing the minimum fixed target for each working day.

Refer annexure A for a detailed compensation structure and Annexure B for the list of mandatory documents to be submitted during your joining.

Please sign and return this letter of intent towards your acceptance for this fixed term employment contract.

We welcome you to join the team envisioning to excel!

Yours Faithfully,

For Coforge BPS Pvt. Ltd.



Pankaj Khanna

Director

<b>COST TO COMPANY</b>	<b>17,839</b>	<b>2,14,073</b>
<b>A. Fixed Salary</b>		
Basic	11,451	1,37,412
House Rent Allowance	573	6,871
Statutory Bonus	2,290	27,480
Other Allowance	-	-
Fixed Gross - Total (A)	14,314	1,71,763
<b>B. Variable Allowance</b>		
Night Shift Allowance *		13,200
Total (A+B)	-	1,84,963
<b>C. Statutory &amp; Other Benefits</b>		
Company contribution to Provident Fund		16,489
Company Contribution to ESIC		6,011
Company contribution to Gratuity Fund		6,610
Group Medclaim Insurance		-
<b>COST TO COMPANY (CTC : A+B+C)</b>	<b>17,840</b>	<b>2,14,073</b>
<b>Employee Payroll Deductions</b>		
Employee contribution to Provident Fund	1,374	16,488
Employee contribution to ESIC	501	6,012
Professional Tax	200	2,400
<b>TOTAL DEDUCTIONS</b>	<b>2,075</b>	<b>24,900</b>
<b>PROJECTED NET SALARY (Subject to Income Tax)</b>	<b>12,239</b>	<b>1,89,173</b>