

----- Forwarded message -----

From: **akshay hande** <[akshay1999hande@gmail.com](mailto:akshay1999hande@gmail.com)>

Date: Sat, 31 Jul, 2021, 6:42 pm

Subject: Re: Offer Mail/ BFL - Akshay Hande

To: Pooja Pandey <[pooja.pandey@theblueflamelabs.com](mailto:pooja.pandey@theblueflamelabs.com)>

Cc: Sanchita Palande <[sanchita.palande@theblueflamelabs.com](mailto:sanchita.palande@theblueflamelabs.com)>,

Sahebkour Kung <[sahebkour.kung@theblueflamelabs.com](mailto:sahebkour.kung@theblueflamelabs.com)>, Nikhil

Mehta <[nikhil.mehta@theblueflamelabs.com](mailto:nikhil.mehta@theblueflamelabs.com)>

I accept this offer.

Thanks and regards

Akshay hande

On Mon, 26 Jul, 2021, 6:34 pm Pooja Pandey,  
<[pooja.pandey@theblueflamelabs.com](mailto:pooja.pandey@theblueflamelabs.com)> wrote:

Dear Akshay,

Congratulations!

With reference to the interview process, I am glad to inform you that you have cleared all the rounds of interviews with us.

We're delighted to extend this offer of employment for the position of **Associate Technical Consultant** with Blueflame Labs Pvt. Ltd. Your annual earning including salary allowances and statutory payment as applicable will be total INR **3,14,400/- per annum**. Please find below salary structure for your reference.

| <b>Component</b>  | <b>Annual</b> | <b>Monthly</b> |
|-------------------|---------------|----------------|
| Provident Fund    | 43200         | 3600           |
| PT                | 2500          | 200            |
| Loyalty Bonus*    | 72000         | 6000           |
| Medical Insurance | 3164          | 264            |
| <b>Net Salary</b> | <b>193632</b> | <b>16136</b>   |
| <b>CTC</b>        | <b>314400</b> |                |

### **\*Loyalty Bonus Terms and Conditions:**

Loyalty Bonus is a loyalty program in Blueflame Labs which rewards its employees with bonus upon completion of said period within the company.

1. The amount accrued in the 1<sup>st</sup> year of employment will be paid to the employee, interest-free, upon successful completion of 2nd year of employment with Blue Flame Labs.
2. The amount accrued in the 2<sup>nd</sup> year of employment will be paid to the employee, interest-free, upon successful completion of 3<sup>rd</sup> year of employment with Blue Flame Labs.
3. The employee will have to be an active employee on payroll at the time of delivery of the loyalty bonus.

**Additionally, you will be also be eligible for annual appraisals as per company policy.**

You need to be available for joining documentation process on **Monday, 9<sup>th</sup> August 2021**. Your reporting time will be **12 PM** at BFL office.

**On reporting you need to bring below Documents.(Original & photo copies)**

- 1) All Educational Certificates, Mark lists and certificates of Professional Courses.
- 2) ID Proof - Passport, Pan card and Aadhar Card.
- 3) Guardians ID proof(Aadhar card OR Passport only)
- 4) 2 passport size photographs.

Also, I have attached parents acknowledgement letter, which needs to filled & signed by your parents/guardians, **it is mandatory to submit this letter at the time of joining,**

Kindly acknowledge the receipt of this email & feel free to connect with us for any additional clarification.

Contact person: Sanchita & Pooja

**Pooja Pandey**

HR Manager

M: +91 7972247427

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