



Techflow Engineers (I) Pvt. Ltd.
 Unit 415, Building 2(A-3), Sector - 1,
 Millennium Business Park, Mahape,
 Navi Mumbai - 400710, Maharashtra, India.

Tel: +91 22 2778 2401/21/20
 VOIP: 1-770-881-8455
 Fax: +91 22 27782402
 Web: www.techflowengg.com

Date 1-Aug-2019

To,

Sandip Dhondiram Shinde

Gurukripa nivas, Shinde vasti, Shirirampur road,
 Babhaleshwar

Subject: Offer Letter

Thank you for the keen interest you have shown in our organization. We are pleased to confirm that after careful consideration , we have decided to give you an offer of a career with **Techflow Engineers India Pvt.Ltd.**

We welcome you to **Techflow Engineers India Private Limited** and are sure that you will contribute in the field of your

We have pleasure in appointing you below mentioned criteria

Offered Post	Branch Office	Gross Salary
Jr. Editor	Nasik	Rs. 15,000 /-

=> The detailed break-up of your salary as per below :

Gross Salary Break Up															
Basic	HRA	Special Allow	Medical	Mobile	Travel Allow	Food Allow	Bonus	Statutory Bonus	Conve Yance	Gross Sal	PF	P. TAX	ESIC	Net Salary	
6,000	3,000	1,650	1,250	0.00	0	0	1,500	0	1,600	15,000	720	200	113	13,967	
CTC Break -up															
Gross Salary	PF CC	ESICCC	LEAVE	CTC	Annual CTC	Loyalty Bonus *									
15,000	720	488	0	16,208	194,496.00	27,000.00									
Total CTC Package				194,496.00											
+Personal Mediclaim Policy (After Completion of 1 Year) & on renewal of policy															
Note:															
* Loyalty bonus payable as per clause no. 20 of the employment agreement															
1. Income Tax will be deducted as per provisions of income Tax act.															
2. PF,PT,ESIC & LWF will be deducted as provisions of the applicable acts.															



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You are eligible for Approx. loyalty bonus on completion of 3 years of service from the date of joining, subject to provisions of Income Tax Act, details of the same are as below:

S. No.	Particulars	Approx. Loyalty Bonus (INR.)
1	I.T.I Qualification	50000
2	Diploma	75000
3	B.E.	100000

Your joining date will be **22-Jul-2019**. You will also be issued the formal Joining letter at the time of your Joining
If you choose to accept this offer of employment , please sign and date this letter and return to the undersigned by
21-Jul-2019. Please sign and return a copy of this letter at your earliest. You are also requested to be present with
the following on your date of joining.

- * Three copies of your recent photographs.
- * Your Identity Proof (Adhar Card, PAN Card , Election Card)
- * Your Work Experience Proof (Appointment letter or exp letter or salary slip).
- * Your Address Proof. (Document revealing your address).
- * Your educations proof. (Certificate or Mark sheet of your Degree / Diploma / ITI) .

We look forward to having you at Techflow and taking the organization to greater heights.
With the Best wishes.

For Techflow Engineers (India) Pvt. Ltd.



Authorized Signatory

I have read the letter and accept my appointment and all the terms and conditions thereof & I will report to your office.

Signature

TECHFLOW

Transforming Your Engineering World



Sandip Dhondiram Shinde

Emp Code 1628

Blood Group A+

A handwritten signature in black ink, appearing to read 'S. Shinde', written over a horizontal line.

Authorized Signatory