

Dear Yash,

Congratulations!

With reference to the interview you had with us; we are glad to propose the below mentioned compensation structure to you.

<b>Pay Heads</b>	<b>Per Month (INR)</b>	<b>Per Year (INR)</b>
Basic	9000	108000
HRA	3600	43200
Conveyance	1600	19200
Literature Allowance	500	6000
Kit Allowance	6390	76680
LTA	500	6000
Medical	1250	15000
Employee PF	1080	12960
Employer PF	1080	12960
Employer MLWF		72
<b>Total Pay</b>	<b>25000</b>	<b>300072</b>
# Accident ( <b>200000</b> ) + Medical ( <b>100000</b> ) Insurance		3500
Training Cost		20000
Gratuity		5195
<b>Total CTC</b>		<b>328767</b>
Less :		
Profession Tax	200	
Employer PF	1080	
Employee PF	1080	
<b>Monthly Salary</b>	<b>22640</b>	

**Please Note:**

1. This is a proposed compensation structure and not the final employment contract. A detailed employment contract will be shared with you on your day of joining
2. Your Date of Joining will be 1<sup>st</sup> January 2021
3. Your joining location will be **C 1/1 A Road, NICE, MIDC Satpur, Nashik, Maharashtra 422007**
4. Reporting time on your day of joining is **9.30am**
5. The responsibility of arranging lodging and boarding facilities at the location of joining and location of posting will lie solely with the new joiners and the organization shall **ONLY** provide assistance such as contact details of brokers, vendors for meals etc
6. The organization reserves the right to decide on your **location of posting** at any of its branch or client offices in India or abroad as per business requirements. You are expected to report at your location of posting from the date as directed by the organization
7. The organization reserves the right to send you on deputation/transfer/assignment to any of the organization's branch or client offices in India or abroad, whether existing at the time of your appointment or to be set up in the future
8. The organization reserves the right to amend or withdraw the offer depending on business requirements at any given point of time on or before your date of joining
9. The organization reserves the right to amend your date of joining mentioned in this proposed compensation structure at any given point of time on or before your date of joining
10. As per the agreed terms at the time of your interview, you are required to commit your employment with the organization for a period of 24 months by signing a mutual agreement on the day of joining, failing which you would be liable to pay liquidated damages to the organization as per the agreed commercials
11. You are required to undergo a medical check-up as per the attached list and submit the medical report on your day of joining. It is mandatory that the medical test be conducted by a qualified Medical practitioner(MBBS)

12. This proposed compensation structure is valid, subject to:

- You clearing the qualifying (Final ) year exams without any backlogs and attaining the degree certificate
- You holding an Indian passport valid upto 6 months from your date of joining
- You clearing the Medical Test (list of tests attached, You are required to submit your reports on the day of your joining)
- You are requested to revert with 2 references on [humancapital@winjit.com](mailto:humancapital@winjit.com) by **1<sup>st</sup> November 2020** (Professor, HOD or any other individual who has worked in supervisory capacity with you) from your institute/ University and provide the following details (Name, Designation, Contact Number, Email ID) for background verification – **Subject Line: ‘References\_YourName\_Batch 2020\_CollegeName’**
- Please share scanned copies of your KYC documents by **1<sup>st</sup> November 2020** on [humancapital@winjit.com](mailto:humancapital@winjit.com) ( Please note that the file size of the email needs to be less than 5MB.You can share multiple emails if required) – Subject Line: **‘KYCDocuments\_YourName\_Batch2020\_CollegeName’**
  - i. Original Adhar card
  - ii. Original Pan card
  - iii. Passport
  - iv. Degree certificates YTD

Once again, Welcome to the Winjit family and we look forward to having you onboard soon.

Please feel free to call us on +912536633999 Ext-152 or write to us on [komals@winjit.com](mailto:komals@winjit.com) should you have any queries.