



HR-Rec: /18-19/412052

MR. Akshay Suresh Bhaskar
Sangamner

Sub -: Offer cum Appointment letter for the post of Sales Officer Wheels

Dear Akshay,

This is with reference to your application for the above mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as **Sales Officer Wheels** at our **Sangamner_Jantaraja Road**. Your **Grade** shall be **A1** and HR designation would be **Executive in Asset Sales** Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

1. Your basic salary plus allowances in accordance with the Banks rules are in force for the time being, and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
2. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
3. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within Three days from the date of this letter, this conditional appointment shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of Three days from the date of this letter, this offer cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
4. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
5. This offer is valid subject to your acknowledgement & acceptance within 72 hours, sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within 2 weeks of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

You will Report to **Mr. More Ashok Changdeo**. You are requested to report at the below mentioned address:

AU SMALL FINANCE BANK LIMITED.
Nucleus Mall, 3rd Floor, Sadhu Vaswani Road, Agarkar Nagar, Pune - 411001

This offer cum appointment is valid subject to your joining on or before **DOJ: November 18, 2019**. Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

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11/18/2019

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Mr Sai Srinivasarayan

Authorized Signatory



Annexure I		
AU SMALL FINANCE BANK LIMITED		
SALARY BREAK-UP SHEET		
NAME	Akshay Suresh Bhaskar	
HR DESIGNATION	Executive	
FUNCTIONAL DESIGNATION	Sales Officer Wheels	
GRADE	A1	
DATE OF JOINING	November 18, 2019	
BUSINESS UNIT	Retail Bank	
PRODUCT	Commercial Vehicle	
DEPARTMENT	Asset Sales	
JOB FAMILY	Sales Officer Wheels	
LOCATION	Sangamner_Jantaraja Road	
FIXED CTC (A1)		
PARTICULARS	CTC Amount (Rs)	
SALARY PAYMENT	Monthly	Annually
Basic	6,688.00	80,256.00
House Rent Allowance	3,344.00	40,128.00
Education Allowance	200.00	2,400.00
Leave Travel Allowance	557.00	6,684.00
Special Allowance	1,248.00	14,976.00
Statutory Bonus	1,338.00	16,056.00
TOTAL GROSS PAY	13,375.00	160,500.00
RETIRAL BENEFITS		
Employer PF Contribution	Minimum	1,130.00
Gratuity		322.00
FIXED COST TO COMPANY (CTC) A1	14,827.00	177,924.00
JOB SPECIFIC ALLOWANCES (A2)		
Stability Allowance	0.00	0.00
City Compensation Allowance	0.00	0.00
VARIABLE PAY		
*Performance Bonus (Variable)	0.00	0.00
Driver Salary Reimbursement	0.00	0.00
Fix Incentive	0.00	0.00
TOTAL (A2)	0.00	0.00
TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits	14,827.00	177,924.00
OTHER BENEFITS (A3)		

2018-19

Group Mediclaim (GMC)	480.00	5,760.00
Group Personal Accident Insurance (GPA)	25.00	300.00
Group Term Life Insurance (GTLI)	85.00	1,020.00
TOTAL (A3)	590.00	7,080.00
TOTAL COST TO COMPANY(TCTC) A1+A2+A3	15,417.00	185,004.00

BENEFITS DESCRIPTION

Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year.
Monthly Target	As Decided by the Management
Incentive	As Per Company Policy
Group personal Accident Policy	Covered under GPA policy of sum assured as per Company Policy, effective from the date of endorsement in policy
Group Term Life Policy	Covered under GTLI policy of sum assured amount by the company, shall effective from the date of endorsement
Mediclaim Policy	You will be eligible for Mediclaim as per company mediclaim policy.
Conveyance	Conveyance expense will be reimbursed for official visits as per company policy.
Mobile Limit	You shall be eligible for the mobile limit as per our company policy.
Foreign Tour Eligibility	As per applicable programmes run by the company time to time.

NOTE

Professional Tax as per rules shall be deducted

For AU SMALL FINANCE BANK LIMITED

M. Sai Suresh Kumar

Authorized Signatory