

Ref.No: 24-7 Intouch India Private Limited/Hyderabad/03/24-25/0140

Date: 24-7 Intouch India Private Limited/Hyderabad/03/24-25/0140

Dear Syed Bakhtiyar Ali

Sub: **Letter of Offer**

Congratulations and Welcome to 24-7 Intouch India Private Limited, (*Formerly known as Knoah Solutions Private Limited*) We are pleased to extend the Offer of Employment and will be delighted to have you as part of our Team.

Employment Offer Terms & Conditions:

Your business title will be "**Sr Analyst**" with Organization Band "**S**" and Sub-band **S - 2**

1. Your annual Total Cost to the Company will be **600000/- PA (Six Lakhs Only)** at the time of appointment. For a detailed TCC break-up and other additional Benefits, please refer to Annexure E.
2. Joining Details
 - Work Location : "**Hyderabad**"
 - Date of Joining: **March 15, 2024**.
3. You shall be required to provide the Company all documents and information as set forth in **Annexure I** of this Offer of Employment.
4. 24-7 Intouch operates 7 days a week, 24 hours a day. You will be expected to attend office as assigned to you. As a Full-time employee, you will be eligible for 2 weekly offs, any two days of the week based on business operations.
5. If any information furnished by you is found to be incorrect or false pertaining to your resume/application for employment or during the selection process or at any time during your employment, and/or if you have suppressed material information regarding your qualification and experience, the clauses pertaining to notice period in the terms of employment will cease and services shall be terminated with immediate effect.
6. The Company has the discretion to conduct background verification if and when required, or as mandated by the Program/Client/Management.

Sincerely,

For 24-7 Intouch India Pvt Ltd.



Suresh Kumar Yalamanchili
Manager, Human Resources

DOJ

Candidate Signature

ANNEXURE – E

24-7 Intouch Total Reward Statement

Name	:	Syed Bakhtiyar Ali
Band	:	S
Sub Band	:	S - 2
Department	:	NA

We are pleased to provide you with the below 24-7 Intouch Total Rewards Statement for the fiscal period 2022-23. In addition to the compensation you receive 24-7 Intouch provides you with a competitive benefits package.

A. Gross Salary	P.A (INR)	P.M (INR)
<i>Basic</i>	292940	24412
<i>HRA</i>	117176	9765
<i>Medical</i>	15000	1250
<i>Adv. Statutory Bonus</i>	58588	4882
<i>Conveyance Allowance</i>	0	0
<i>Customer Engagement Allowance</i>	67023	5585
<i>Sub Total A. Gross Salary</i>	550727	45894
B. Social Security Benefits		
<i>PF Employer</i>	35153	2929
<i>ESIC Employer</i>	0	0
<i>Gratuity</i>	14120	1177
<i>Sub Total B. Total Contributions Social Security</i>	49273	4106
<i>Total Cost to Company (INR) (A+B) (Rounded off)</i>	600000	50000

Note: Below are statutory Employee Contributions:

- a. Employee contribution of 12% on Basic Salary towards Provident Fund (PF) monthly.
- b. ESIC contribution of 0.75% of Gross Salary per month wherever applicable

a. Company shall reimburse Notice period buyout up to 30 days on producing the receipt of payment. This is only a onetime payment and not recurring. This amount will be recovered in case of discontinuation of services within 12 months of joining the company..

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Employee Benefit	Description	Benefit Details																		
EMPLOYEE PERFORMANCE LINKED INCENTIVE PROGRAM	Employees under Band 'S' in Operations will be covered under performance linked incentive based on the eligibility defined by respective Program/Account	Performance linked incentive is program specific and as defined by the Client Incentive Programs may not apply across every Program																		
GROUP MEDICAL INSURANCE	Employees who are not covered under ESIC Act are eligible to avail this benefit	Employees will require to contribute 50% of the premium amount towards the Group Medical Insurance Scheme. This benefit is applicable in the event of in-patient hospitalization for a minimum of 24 hours. Insurance Provider: ICICI Lombard Coverage Details basis Organization Band: <table> <thead> <tr> <th>Band</th> <th>Coverage</th> <th>Members Covered</th> </tr> </thead> <tbody> <tr> <td>S</td> <td>200000</td> <td>Self</td> </tr> <tr> <td>T</td> <td>300000</td> <td>Self, Spouse and Two Children</td> </tr> <tr> <td>B</td> <td>400000</td> <td>Self, Spouse and Two Children</td> </tr> <tr> <td>I</td> <td>500000</td> <td>Self, Spouse and Two Children</td> </tr> <tr> <td>E</td> <td>500000</td> <td>Self, Spouse and Two Children</td> </tr> </tbody> </table>	Band	Coverage	Members Covered	S	200000	Self	T	300000	Self, Spouse and Two Children	B	400000	Self, Spouse and Two Children	I	500000	Self, Spouse and Two Children	E	500000	Self, Spouse and Two Children
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GROUP PERSONAL ACCIDENT INSURANCE	All employees are covered under this scheme	Employees will require to contribute 50% of the premium amount towards the Group Personal Accident Insurance Scheme Insurance Provider: ICICI Lombard Coverage Details basis Organization Band: <table> <thead> <tr> <th>Band</th> <th>Coverage</th> <th>Members Covered</th> </tr> </thead> <tbody> <tr> <td>S</td> <td>500000</td> <td>Self</td> </tr> <tr> <td>T</td> <td>700000</td> <td>Self</td> </tr> <tr> <td>B</td> <td>900000</td> <td>Self</td> </tr> <tr> <td>I</td> <td>1200000</td> <td>Self</td> </tr> <tr> <td>E</td> <td>1200000</td> <td>Self</td> </tr> </tbody> </table>	Band	Coverage	Members Covered	S	500000	Self	T	700000	Self	B	900000	Self	I	1200000	Self	E	1200000	Self
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GROUP TERM LIFE INSURANCE	All employees are covered under this scheme	Employees will require to contribute 75% of the premium amount towards Group Term Life Insurance scheme which covers risk against sudden demise of self (Employee) Insurance Provider: Exide Life Insurance Co. Ltd. Coverage Details basis Organization Band: <table> <thead> <tr> <th>Band</th> <th>Coverage</th> <th>Members Covered</th> </tr> </thead> <tbody> <tr> <td>T</td> <td>1.25 times of Annual CTC</td> <td>Self</td> </tr> </tbody> </table>	Band	Coverage	Members Covered	T	1.25 times of Annual CTC	Self												
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WORKMEN COMPENSATION SCHEME	<p>Inclusion: All Active employees are covered under this scheme</p> <p>Exclusion: Inactive employees i.e. Employees separated from the organization are exempt and not covered</p>	<p>Employee will require to contribute 50% of the premium amount towards Workmen Compensation Scheme.</p> <p>Insurance Company: Tata AIG Insurance</p> <ul style="list-style-type: none"> • No of Members covered: Only Self • Coverage: Accidental coverage while on duty as per the definition of the Act
STATUTORY SOCIAL SECURITY BENEFITS	Social Security Benefits coverage	<ul style="list-style-type: none"> • Provident Fund: It is a contributory scheme, where employer contribution is 12% of the basic salary and same will be contributed by the employee month on month • Gratuity: Would be paid as per Gratuity Act to employees on resignation, superannuation, retirement, and demise upon the completion of 5 continuous years of service from the date of joining. • ESI: Employee(s) with monthly salary less than INR 21,000 qualifies for ESI where Employee contribution is @ 0.75% and Employer is @ 3.25% of the Gross Salary
EMPLOYEE WELLBEING PROGRAMS	Applicable to all employees	<ul style="list-style-type: none"> • Employee Assistance Program (AAP): Counseling services to ensure emotional wellbeing of the employee • Employee Health Care Program (AHCP): To assist and educate employees on health-related challenges • Vaccination Program: Specific Immunization against seasonal diseases on an annual basis. Employee(s) participating in the scheme have to contribute 100% toward the cost of vaccination program
LEAVE	Covers Active Employees	<ul style="list-style-type: none"> • Earned Leave: 24 working days per annum • Maternity Leave: Maximum of 26 weeks, in accordance with the provisions of the Maternity Benefit Act 1961. • Paternity Leave: 3 working days paid Paternity Leave • Bereavement Leave: 3 working days paid leave

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