

Reference No: SATIND/CORP/OL/2024-25/11

Date: 11th Nov,2024

Name: Mr. Bhargav Sarma Yellayi,

**Flat 303, Tower F Pramukh Sahaj
Apartment Muktanand Marg Chala Vapi
Valsad Gujarat – 396191.**

Subject: Offer Letter

Dear Mr. Bhargav,

With reference to the interview you had with us, we are pleased to offer you the position of **Senior Manager – Design Engineer** in our organization. This offer is subject to positive feedback on your Medical Checkup, Reference Check and your acceptance of Terms and Conditions which have been mutually discussed and agreed upon.

As per the discussion, you will be joining us on or before **15th January,2025**. Detailed appointment letter will be issued to you after your joining the organization.

You are requested to submit copies of the below mentioned documents at the time of your joining.

- [a] PAN Card & Aadhar Card
- [b] Relieving letter, Salary Certificate, Experience Letter from the previous employer.
- [c] All Educational Certificates
- [d] Three Passport size Photographs

Though your appointment is with SAT, India, which is a group company of Shalby Ltd, you shall be assigned with leadership responsibilities of other group companies as and when desired.

Kindly sign the duplicate copy of this letter and send the same back to us as a token of your acceptance. Also send us copy of resignation submitted by you to your present employer within 3 days, if applicable.

We welcome you to be part of our organization and wish you a long and successful career with us. Thanking you,

For, Shalby Advanced Technologies, India



**Babu Thomas
Group Chief Human Resource Officer**

Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL

Salary Breakup of Mr. Bhargav Sarma Yellayi,

Sr.No	Particulars	Amount (Rs.) per month	Amount (Rs.) per Annum
	Basic	1,21,186	14,54,232
	HRA	48,474	5,81,688
	Special Allowance	72,711	8,72,532
(A)	Gross Salary	2,42,371	29,08,452
	P.F. (Employer's Contribution)	1,800	21,600
	Gratuity	5,829	69,948
(B)	Cost To Company	2,50,000	30,00,000
	Deductions :		
	P.F. (Employee's Contribution)	1,800	21,600
	Professional Tax	200	2,400
(C)	Total Deduction	2,000	24,000
(A – C)	Net salary	2,40,371	28,84,452

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
3. Gratuity shall be payable on continuous service of 5 years.
4. In addition to your CTC, you shall be eligible for a Long Term Incentive (LTI) of Rs. 1,00,000/ (Rs. One Lakh Only) on successful completion of every year with Shalby Limited effective from your date of joining.

For, Shalby Advanced Technologies, India



Babu Thomas
Group Chief Human Resource Officer