



SPECSMAKERS OPTICIANS PRIVATE LIMITED

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Website : www.specsmakers.in  
CIN : U74999TN2011PTC080030

22 Aug 2024

Private & Confidential

Mr. Deeptanshu Kautuk,  
Bangalore

Sub: Offer Letter

Dear Deeptanshu Kautuk,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you the position of **Business Head - E commerce/Marketplace & Digital Transformation** in our Company.

The total cost to company would be **Rs. 46,50,000/-** per annum (Rupees Fourty Six lakhs & fifty thousand only)

Your Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before **2<sup>nd</sup> Sept 24'** and you are advised to report to our corporate office on the date of joining.

Your initial posting will be in **Chennai**. You may, however, be required to move / relocate to any other office / store / warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith. Company shall have right to conduct background verification on the information and documents provided by you.

You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard at the time of your joining the company

Please sign and return the duplicate copy of this letter, thereby acknowledging your acceptance of this offer.

For Specsmakers Opticians Pvt Ltd.,

Jeyya Shankar  
Head HR

**ANNEXURE – I**
**Compensation & Benefits**

<b>Name:</b>	<b>Deeptanshu Kautuk</b>	
<b>Designation:</b>	<b>Business Head - E commerce/Marketplace &amp; Digital Transformation</b>	
<b>Location:</b>	<b>Chennai</b>	
<b>Salary Calculation</b>	<b>Monthly</b>	<b>Annually</b>
Basic	1,34,958	16,19,495
HRA	1,01,218	12,14,621
Statutory Bonus	700	8,400
Special Allowance	1,00,519	12,06,228
<b>Gross Salary</b>	<b>3,37,395</b>	<b>40,48,744</b>
PF Employer Contribution	1,950	23,400
Gratuity	6,488	77,856
<b>Cost to Company</b>	<b>3,45,833</b>	<b>41,50,000</b>
Performance Link pay	25,000	3,00,000
Retention Pay	16,667	2,00,000
<b>Cost to Company</b>	<b>3,87,500</b>	<b>46,50,000</b>

**Plus:** Health Insurance coverage and Accident Insurance coverage for self as per policy

**Note:** Performance Linked pay will be paid subject to the achievement of defined KRA & KPI's. Retention pay will be provided upon completion of **one year** of employment.

For Specsmakers Opticians Pvt Ltd.,

  
**Jeyya Shankar**  
 Head HR