

Offer of Employment

17-June-2024

To,
Mr. Patel Sathiyamoorthy

Contact No.: +91 9047287044

Dear Patel Sathiyamoorthy,

We welcome you to our pursuit of excellence and we feel proud to have a professional of your stature as a member of the Nityo family and wish you a long, rewarding and satisfying career with us.

On behalf of Nityo Infotech Services Pvt. Ltd. hereinafter referred to as 'the Company', we are pleased to extend an offer for the position of '**Senior Software Engineer**' in our organization with following mentioned details:

- You would join us on or before "**20-June-2024**" or else this offer would be null and void.
- You will be deployed at client site and your job location would be at "**Chennai**".
- Your gross compensation per annum is "**1100000.00**"

Your compensation details along with other policies are listed in the Annexure A on the last page.

Statutory benefits:

You will be governed as per the respective acts of ESIC, PF, and Bonus, Gratuity etc as per the rules in force from time to time.

Insurance coverage:

You will be eligible to enroll in the Company's Group Medical Insurance and Personal Accident Insurance Policy. The monthly premium as applicable will be deducted from the monthly gross salary. Premium Values are negotiated at the time of Policy renewal on yearly basis and same shall reflect in monthly premium deduction from your gross salary. Insurance coverage is applicable to employee, spouse and children. You will be covered under insurance till your last day of service with the organization.

Background Check:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misinterpreted any information in your application or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to terminate any time, without any notice or compensation in lieu thereof. You will also not be eligible for any relieving or experience letter for your tenure with the Company.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai – 400 063.

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Place of Employment and Transfer:

You acknowledge and agree that you may be assigned or liable to be transferred or deputed from one place to another and / or from one department / business unit to another or any other subsidiary / associate establishment / or their contractors and clients either existing or to be set up in future anywhere in India or abroad purely at the discretion of the management depending upon the needs and requirement of the Company. On such assignment, transfer or deputation you will be governed by the Rules and Regulations and other working / service conditions as applicable at the place of deployment including to consent to add / or agree to certain other agreements. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

Leave and Holidays:

You would be entitled to 12 paid leave, 12 sick leave and 12 casual leave on pro rata basis annually. Each client premises may have different sets of holidays; your holidays schedule will be governed by your location of deployment

Change in Contact details:

Any change of residential / communication address or change of primary contact details like email ID, contact number should be intimated to the HR department officially within 3 days from the date of such change. Your communication details as indicated shall be the correct address for sending all communication to you unless otherwise intimated in writing by you. Communication addressed to you at the above address shall deem to have been duly served.

Cessation of Services and Notice Period:

If you wish to leave the services of the Company you may do so under the following conditions:
You need to share formal resignation email during working hours to Nityo HR Team after formal discussion with your reporting manager at client site. Resignation sent on weekly / public holidays, after working hours will be considered with effect from next business day. Resignation will not be considered if you have tendered the same while being on leave. You need to serve 45 calendars days' notice period from the date of resignation.

Would appreciate you acknowledging the receipt of this offer and kindly **send us your acceptance of this offer by a written mail within the next 24 hours.**

Please do not hesitate to contact us in case you have any queries.

Annexure A

Compensation Structure

Name	Mr. Patel Sathiyamoorthy
Father's Name	
Date of Birth	09-January-1997
Designation	Senior Software Engineer
Location	Chennai
Date Of Joining	20-June-2024

Components	Per Month	Per Annum
Basic	30000	360000
House Rent Allowance	15000	180000
Bonus	2499	29988
Telephone & Internet Reimbursement	3000	36000
Fuel Reimbursement	6000	72000
Professional Development Reimbursement	6000	72000
Corporate Attire Reimbursement	6000	72000
Other Allowance	0.00	0.00
Personal Allowance	0.00	0.00
CCA	19925	239100
GrossSalary	88424.00	1061088
PF Employer Contribution	1800	21600
ESIC Employer Contribution	0.00	0.00
Gratuity	1443	17316
Gross CTC	91667	1100000
Deductions		
Provident Fund (Employee contribution)	1800	21600
Professional Tax	208	2496
Insurance	590	7080
ESI (Employee contribution)	0.00	0.00
Total Deductions	2598	31176
Net Salary (Pre Taxation)	85826.00	1029912

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- **Net Salary (Pre Taxation) may vary due to change in applicable statutory deductions such as P. Tax, PF, ESIC, LWF etc.**

*Insurance Policy gets renewed in the month of June of every year, and monthly insurance premium gets changed as per negotiated rates with the Insurance Company. Same shall reflect under deductions in employee Pay Slip on monthly basis.

*Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

*Income Tax deduction is subjected to timely submission of the investment details.

* Pan Card submission is mandatory for the disbursement of the salary.

Regular salary process period will be during 7th to 10th of the month.

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