

jaro education®

04th November 2019

To,
Mr. Bishnu Kumar,

Dear Bishnu,

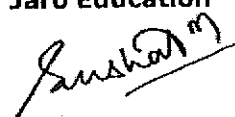
This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.35,000/-pm** (As per below table) effective from fourth month.

| Particulars | (Amount in Rupees.) | |
|--|-----------------------------|--------------------------------------|
| | For 1 st 90 Days | Effective from 4 th Month |
| Basic Salary | 15,050 | 16,000 |
| House Rent Allowance | 1,505 | 8,000 |
| Transport Reimbursement | 1,600 | 1,600 |
| Telephone Reimbursement | 500 | 500 |
| Statutory Bonus (Paid Monthly) | 1,254 | 1,400 |
| Special Allowance | 5,091 | 12,500 |
| Total | 25,000 | 40,000 |
| Daily Travel Reimbursement | 3,000 | 3,000 |
| Performance Incentive (Payable based on the achievement of Monthly targets) | 5,000 | 5,000 |
| Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year) | 2,000 | 2,000 |
| Total | 35,000 | 50,000 |

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____

Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

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