

02<sup>nd</sup> March, 2020

Sub: Offer of employment by Pin Click

Dear Kajal,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1<sup>st</sup> April, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

**ANNEXURE – A**

<b>COMPENSATION &amp; BENEFITS STATEMENT- PIN CLICK</b>			
Employee Details	Name	Kajal	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	1 <sup>st</sup> April, 2020	
<b>C &amp; B CATEGORY</b>		<b>INR - Monthly</b>	<b>INR - Annual</b>
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
<b>Benefits</b>			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training</p>			

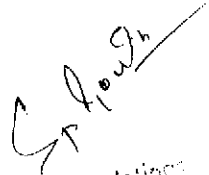
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3. (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount)  
\*Post Probation.
- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
  - TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) \*Post Probation.

- 1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.
- 2) Professional Tax to be deducted from the monthly Gross salary as applicable

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