

24<sup>th</sup>-May-2021

**Rishabh Tiwari**  
Invertis University, Bareilly

**Sub : Offer of employment**

We are pleased to offer you an appointment in our organization as Technical Consultant with effect from 04 June 2021. You will be based in our Hyderabad office.

Your compensation package is as given in Annexure A, attached herewith. A detailed employment contract containing the terms and conditions of employment will be issued to you upon joining.

You will be covered by the Company's standard employee benefits. These will be outlined to you during your Induction.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents or certificates given by you, we retain the right to review or withdraw our offer of employment. Employment as per this offer is subject to your being medically fit.

Please sign and return a duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with ANR.

Yours sincerely,  
For ANR Softwares Private Limited



Falguni Shah  
Head – Human Resources

---

**Acknowledgement**

I acknowledge and accept this offer of employment and will be joining ANR Software Pvt Ltd

Name:

Signature:

Date:

  
Registrar  
Invertis University  
Bareilly

  
Director Corporate Functions  
Invertis University  
Bareilly

**Annexure A**

<b>Annual Cost To Company (CTC2) in INR -500000</b>		
<b>Salary Particulars</b>	<b>Monthly</b>	<b>Yearly</b>
<b>Basic (A)</b>	<b>15595</b>	<b>187140</b>
<b>Allowances (B)</b>	<b>24275</b>	<b>291300</b>
House Rent Allowance	8087	97044
Transport Allowance	800	9600
Special Allowance	14138	169656
Medical Allowance	1250	15000
Meal voucher	0	0
Telephone reimbursement	0	0
Children Education Allowance	0	0
LTA	0	0
<b>Company contribution to PF (C)</b>	<b>1800</b>	<b>21600</b>
<b>Total Fixed Pay - CTC2 (A+B+C)</b>	<b>41670</b>	<b>500040</b>
<b>Benefits</b>		
Company contribution towards premium for the following categories of Insurance: ü Medical Insurance ü Group Term Life Insurance ü Group Personal Accident Insurance (pls see below for more details)		23000

**Note:**

- Pay review cycle is from April to March, at twelve months' interval.
- Monthly salary includes Basic Salary and all allowances.
- Deduction from monthly salary will be Professional Tax, Income tax and other applicable taxes as may be in force at the time.
- Apart from the above emoluments, eligible employees may receive the Performance & Commitment Incentive (PCI) on individual performance.

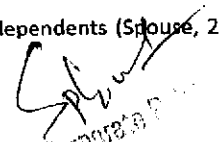
**Relocation:**

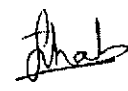
- Candidates (laterals) relocating within India to the location of the ANR's Office, will be eligible for a relocation allowance which is upto but not exceeding 5% of CTC1 or Rs.40,000 whichever is lower. This will be reimbursed against submission of admissible receipts, 3 months after employment with ANR's. This will be paid along with the payroll.

**Details of Insurance coverage:**

- Annual Floating Medical Insurance Coverage for self and a maximum of five dependents (Spouse, 2 Children and 2 Dependent Parents). Coverage amount - Rs.5,00,000/-
- Group Accident Insurance Coverage for self
- Group Term Life Insurance for self

  
**Registrar**  
**Invertis University**  
 Bareilly

  
**Director Corporate Affairs**  
**Invertis University**  
 Bareilly



**Annexure B**

**CHECKLIST for documents to be carried on the Date of Joining**

1. Passport size color photograph (2 Nos.)
2. Original Academic certificates (for verification).
3. Original relieving letters from all your previous employers (for verification).
4. Address proof is mandatory.
5. One photocopy of:
  - a) All the academic certificates.
  - b) Passport (if any)
  - c) Experience certificate, relieving certificate from all your previous companies and last 3 months pay slip from your previous employer (if you are an experienced candidate).
  - d) PAN Card
6. Three months Bank Statement (Online statement is fine).
7. Copy of offer letter for the entry at security on date of joining.
8. For opening Bank account below documents are required:
  - a) PAN card Xerox
  - b) Passport size photos (2 Nos.)
  - c) ID card Xerox (Driving license/ Passport/Election voter ID card)
  - d) Address proof Xerox.

**Note:** Kindly make sure that you have all the documents before the joining process starts.

You are requested to start the joining process by 10.00 AM so that the payroll and bank formalities can be done on the joining day itself. In case all the formalities are not done on the same day it will be done on the next day.

- Reporting time – 10:00 AM

Contact person – Sweta Kumari

***Looking forward to welcoming you into ANR family!!***

Registrar  
Invertis University  
Bareilly

Director Corporate Relations  
Invertis University  
Bareilly