

## Offer Letter

22<sup>nd</sup> December 2021

**Bhavya Gupta**

Arjun Purva, Lakhimpur Kheri

Dear **Bhavya**,

It is our pleasure to offer an employment to you with Simplify Growth Research & Consulting Private Limited., a subsidiary of Phronesis Partners Pte Ltd. Your employment with us will commence from the **date of your joining i.e. 17<sup>th</sup> January 2022 at 12 Noon.**

You are appointed to the position of **Research Associate- Primary Research** and your starting annual remuneration will be Rs.3,57,500/- (Three Lakh Fifty seven thousand and five hundred only), the detailed break up is mention in Annexure-A, this includes one-time bonus of Rs.35,000/- (Thirty five thousand only) payable on completion of one year. In addition to above, you may also be eligible for Project incentive as decided by Project Manager.

You will be on a probation for a period of three (03) months after commencement of your employment. Your employment with the company will be confirmed at the end of your probation period subject to your performance being satisfactory.

Your employment with the Company will be governed by the terms and conditions of the "Employment Contract" provided to you at the time of joining. You are required to submit all the documents as mentioned in Annexure-B to complete the Joining process.

This offer is subject to your successful completion of Graduation/Post Graduation program you are pursuing and your relocation to Noida, Mayur Vihar phase 1 and 3 and Indirapuram or locations stated in the transport policy.

This offer is valid subject to successful background verification, which would require your specific consent. By accepting this offer, you agree for the same.

On behalf of team, I welcome you to Phronesis Partners group.

With Best Regards,

**Jyoti Paliwal**

**Director – Human Resources**

  
Director Corporate Relations  
Invertis University  
Bareilly

- **Electronically sent document, Signature not required.**

  
Registrar  
Invertis University  
Bareilly

# Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6<sup>th</sup> Floor, Sector 62, Noida

## Annexure –A

### Salary Details

Name **Bhavya Gupta**  
Designation **Research Associate- Primary Research**  
Location **Noida**

Salary Components	Monthly (INR)	Yearly (INR)
<b>A) Monthly Components</b>		
Basic Salary	16,000	1,92,000
HRA	6,800	81,600
Additional Allowances	1,575	18,900
<b>B) Other Components</b>		
Performance Incentive (For 4 Quarters) *		30,000
One-time Bonus**		35,000
<b>Total</b>	<b>24,375</b>	<b>3,57,500</b>

\*Performance incentive is payable on quarterly basis and is subject to your performance ratings.

\*\*One-time bonus is payable post completion of one year, employee should not have resigned / serving notice period.

For Simplify Growth Research & Consulting Private Limited

Jyoti Paliwal  
Director – Human Resources

- Electronically sent document, Signature not required.

Note: The information contained is strictly confidential & is NOT to be shared without prior written permission from the company.

  
Director Corporate Relations  
Inventis University

  
Registrar  
Inventis University

Annexure -B

## NEW JOINER DOCUMENTATION CHECKLIST

LIST OF DOCUMENTS	
DOCUMENT	STATUS
<b>Last Employer's Details</b>	
Appointment Letter of current company	
Last 3 months' salary slips*	
Resignation Acceptance*	
Relieving Letter(Current/Last Company)*	
<b>Educational Qualifications</b>	
10th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
12th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Post-Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> (if applicable)	
<b>Personal Identification &amp; Residence Proofs</b>	
ID Proof - Voter's Id/Driver's License/Aadhar Card* (any one)*	2 copies
PAN Card*	2 copies
Residential Proof – Phone Bill/Bank Statement/Rent Agreement (any one)*	
Passport	
3 Passport Size Photos*	

*[Signature]*  
 Director Corporate Relations  
 Invertis University  
 Bareilly

*[Signature]*  
 Registrar  
 Invertis University  
 Bareilly