

Letter of Intent

Ref./FLI/1711202112

Date: Dec 4 2023

ANURAG YADAV

BARUWALA, BADOWALA

DEHRADUN, UK - 248140

Dear ANURAG YADAV

This has reference to your application and subsequent interview with us.

We are now pleased to offer you the position of **EXECUTIVE CUSTOMER SERVICE** on the terms and conditions discussed with you personally and agreed by you. You will be based at Doon Express Business Park, Bldg. 2000, Dehradun-248002. You are requested to join on **Feb 02, 2024** by 9:30 AM. Please note that you will be required to work in any shift across 24 hours. If you do not join on the specified date and if the clause of working in any shift across 24hrs is not acceptable to you, this offer will stand cancelled and withdrawn automatically without any further reference to you.

As iEnergizer employee, you are currently eligible for the following towards compensation, perquisites and benefits. The summary below helps you to understand the key elements there of:

Monthly Salary Breakup (CTC):

(A) Fixed Components	Monthly
Basic	15000
HRA	7800
Special Allowance	0
Interim Allowance	0
Total (A):	22800
(B) Opportunity to Earn Components*	
Attendance Incentive	0
PLI	0
Retention Bonus	3000
Total (B):	3000
(C) Other Benefits	
PF Employee Share	1800
ESI Employee Share	0
Medical Insurance	400
Accidental Insurance	0
Professional Tax(PT)	0
Gratuity (Approx.)	0
Total (C):	2200
(CTC : A + B + C)	28000

Monthly Contribution / Deductions:

(D) Employee's Deduction towards:	Monthly
PF Contribution 12% (if applicable)	1800
ESI Contribution 0.75% (if applicable)	0
Total (D):	1800

(E) Employer's Contribution towards:	Monthly
PF 12% (Employer's Contribution) if applicable	1800
ESI 3.25% (employer's Contribution), if applicable	0
Medical Insurance	400
Gratuity (Approx.)	0
Accidental Insurance	0
Total (E):	2200

Net In Hand Salary Breakup	Monthly
Net In hand Salary With Attn.Incentive,PLI & Retention Bonus	24000
Net In hand Salary (CTC – Total (B) - Total (D) – Total (E)) Without Attn.Incentive, PLI and Retention Bonus	21000

The PLI & Attn. Incentive component are paid separately as per the process guidelines

Note:

- TDS:** The salary will be paid subject to tax, which may be deducted as per the provisions of the Income Tax Act, 1961.
- Attendance Incentive:** Attendance Incentive shall be only payable if there is No LWP / No NCNS in the month. Attendance Incentive will be applicable post certification from the 1st of approaching month. Login hours should be completed.
- PLI:** PLI is Performance Linked Incentive; this is an average incentive amount payable in process. Incentives are payable only on meeting pre-defined criteria of the process and these are subject to change on monthly basis at the discretion of management, further detailing shall be done in process / operations after joining.
- Annual Bonus:** shall be payable after completion of one year from the date of joining.
- Retention Bonus:** Retention bonus is applicable as per process policy which shall be recovered if you leave the organization during first 12 months.

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Dehradun (Uttarakhand)

- **Headset:** The deduction to be made of Rs. 2000/- against head set in two equal installments from first two consecutive month's salary. It shall be refundable at time of leaving.
- **Medical Insurance:** There shall be Medical Insurance of Rs. 300000/- per annum only for self.
- **Accidental Insurance:** There shall be an Accidental Insurance of Rs. 1000000/- only for self.

The offer of appointment is subject to satisfactory verification of antecedents.
Wishing you all the best. We look forward to your joining Team iEnergizer.

Best regards
iEnergizer IT Services Pvt. Ltd.

Agreed Date of Joining: Feb 02, 2024
Email: ANURAGBOSS123@GMAIL.COM
Mobile Number: 9870996925

Remarks: This is a computer generated statement, as such no signature required.

A handwritten signature in blue ink, appearing to read 'Anurag'.