



**IELEKTRON  
TECHNOLOGIES**

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Our reference: IET/OFFER/2023/174

Version 1.2/2022

30<sup>th</sup> Nov 2023

**Mr. PRITHVI RAJ H**

Contact No.: 8105504824

Address: # 6, Papanna Garden, Bore Bank Road,  
Benson Town, Bangalore -560 046.

Email ID: [rajprithvi@gmail.com](mailto:rajprithvi@gmail.com)

Subject: Letter of offer and terms of employment

Dear **Prithvi**,

Thank you for exploring career opportunities with IELEKTRON TECHNOLOGIES ENGINEERING PRIVATE LIMITED, (hereinafter referred to as the "Organization" or "IET").

You have successfully completed our initial selection process and we are pleased to make you an offer of employment for the position of **Senior Engineer, Software** in the department of **Data Science Engineering & Product Services**. This offer is based on your profile and performance in the selection process subject to the following:

1. You are required to join the services of the Organization at the earliest, but in any case, not later than **30<sup>th</sup> November 2023** or any other date approved by the Organization in writing, failing which this offer shall automatically stand cancelled. Your employment with the Organization shall commence on the date of your joining the Organization and shall be subject to the terms and conditions stated in this letter along with the enclosures.
2. You will have to submit the documents as given in Annexure C on the day of joining.
3. This offer is made to you on the basis of the information and documents that you have furnished to the Organization as on date of offer.
4. The Organization reserves the right to conduct background checks, directly or indirectly at any time, to verify such information and documents that you would provide in support of your age, academic qualifications, previous work experience and relieving letter from your last employer, and other particulars. If any discrepancies are found in such information or documents or if the results of such background checks are found to be unsatisfactory, as determined by the Organization, in its sole discretion, the Organization may withdraw/cancel this offer. However, if at any time post joining it is found that, the Organization is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the Organization shall be entitled to forthwith terminate your employment without notice in terms with clause 6 of Annexure B.
5. You will be on probation for a period of Six months from the date of joining. Your probation period may be extended in writing by One month if required if your performance is not considered satisfactory by the Organization. Your employment shall not be deemed confirmed unless given in writing, post completion of your probation.

**ANNEXURE A**

**Name:** PRITHVI RAJ H  
**Function:** Data Science Engineering & Product Services  
**Designation:** Senior Engineer, Software.


Components	Monthly (Rs/INR)	Annual (Rs/INR)
Basic Salary	₹ 62,500.00	₹ 750,000.00
House Rent Allowance	₹ 31,250.00	₹ 375,000.00
Medical Allowance	₹ 1,250.00	₹ 15,000.00
Conveyance Allowance	₹ 1,600.00	₹ 19,200.00
Special Allowance	₹ 23,596.00	₹ 283,142.31
<b>Sub Total</b>	<b>₹ 120,196.00</b>	<b>₹ 1,442,342.31</b>
PF Employer Contribution	₹ 1,800.00	₹ 21,600.00
Gratuity	₹ 3,004.81	₹ 36,057.69
<b>Deductions</b>	<b>₹ 4,804.81</b>	<b>₹ 57,657.69</b>
<b>Total Cost to the Company (CTC)</b>	<b>₹ 125,000.00</b>	<b>₹ 1,500,000.00</b>

Note - Group Health Insurance Coverage of INR 5,00,000 shall be covered on the top of the CTC & Insurance Premium shall be paid by organization on the top of CTC.

\* Performance Pay shall be paid based on percentage (%) of Individual and company goal achievements

\*\* Performance Pay shall be paid after completion of 1 year of service with the Organization and will be paid as per the Performance Pay-out policy and if the engineers quit before one year of joining and Pay-out date, the Bonus/Performance incentive shall not be paid.

for **IELEKTRON TECHNOLOGIES ENGINEERING PRIVATE LIMITED**

  
 Varadharajan  
 DB  
 2023.11.30  
 16:52:09  
 +05'30'

**VARADHARAJAN D B  
 MANAGER - HR**

Date: 30-Nov-2023  
 Place: Chennai