

17th May 2018

Mr. M Vignesh,
12-4/71, Sasthanagar II-st,
S.Alangulam Madurai-625 017,
Tamilnadu, India.

OFFER LETTER

Dear Mr Vignesh,

Further to our discussions with you, we are pleased to offer you appointment in Feedback Infra Pvt. Ltd. (**Rail & Metro**) on the following terms and conditions:

Designation : **Senior Engineer (Electrical Expert-OHE/TSS/SCADA)**
Location : **Feedback Infra Private Limited**
C/O: RVNL, Tiruchchirappalli
Terms of Appointment : Regular
Total compensation : As per annexure-I (attached)
Probation Period : Six months
Date of Joining : **On 1st June, 2018**
Reporting To : **Resident Engineer - Electrical**
Other Terms & Conditions : As per Company Policies and Procedures

Please submit the following while reporting for duty:

- 1) Documentary evidence in proof of your :
- Date of birth
 - Original signature
 - Photo identity proof
 - Five copies of passport size photographs
 - PAN card and Adhaar card (Mandatory)
 - Documents in support of your academic and professional qualifications; original and copies; originals will be returned after review.
 - Relieving letter, latest salary slip from the previous organization.
 - Form 16 (TDS Certificate) from previous employer.
 - Evidence of your blood group.
 - Updated resume.

- 2) This offer letter is issued on the understanding that all the information given by you in your resume and during the interviews is correct, true, and complete. If it is found at any time that the information given by you when seeking appointment is not complete and true and/or you have knowingly suppressed any significant information, the Company will have the right either to withdraw this letter before you join the Company or terminate your appointment with the Company at any time and without any notice or compensation after you have taken up service with the Company.
- 3) A detailed appointment letter will be issued to you on your joining detailing the terms of appointment.
- 4) Please return to us the duplicate copy of this letter duly signed not later than one week from the date of issuance as a token of your acceptance of the above terms and conditions and confirming the exact date of your joining us. This offer letter stands automatically withdrawn otherwise.

We welcome you to Feedback and look forward to a mutually rewarding association.

Yours faithfully,

For Feedback Infra Private Limited
(Rail & Metro)



Vijay Kumar Ganju
Head - Operations



Aparna Sakpal
Asst. Vice President - HCD

I accept the offer subject to the terms and conditions as specified above. I shall join duty on

Signature:

Name:

Date:

Annexure – I

Salary Structure

Name :	Mr. M Vignesh	
Designation:	Senior Engineer (Electrical Expert-OHE/TSS/SCADA)	
Gross Salary	Monthly	Yearly
	INR	INR
Basic Salary	18,800	2,25,600
HRA	9,400	1,12,800
Special Allowance	16,065	1,92,784
Sub Total: (a)	44,265	5,31,184
Social Costs:		
Provident Fund (Employer contribution)	1,800	21,600
Group Accidental Insurance	31	368
Gratuity Contribution	904	10,848
Sub Total: Social costs	2,735	32,816
Gross Salary-Fixed	47,000	5,64,000
Retention Bonus*	5,000	60,000
Gross CTC	52,000	6,24,000
Notes		
(a) This amount will be subject to statutory tax deductions such as Income Tax, Professional Tax (if any)		
(b) Gratuity shall be paid as per the provision stated in the payment of Gratuity Act 1972		
You will be covered under:		
<ol style="list-style-type: none"> 1. Group Medclaim policy (Self, Spouse and 2 Children). 2. Group Term Life Insurance Policy (Self). 3. Personal Accidental Insurance (Self). 		
All terms and conditions of Construction & Consultancy contracts shall be complied with.		
Employee's contribution towards Provident Fund will be equivalent to Employer's contribution		
If you wish to avail the bachelor accommodation facility, Rs. 4,500 p.m. would be deducted from your monthly salary; this amount is subject to change and availability		
*Retention Bonus shall be paid on successful completion of the project or transfer of your services to other project by the company.		