

Date: 19 Dec, 2022

Intern Cum Appointment Letter

Dear Dhruv,

BlacknGreen is pleased to offer you the assessment for the role of **Intern** for a period of six months (**02 Jan 23 to 30 Jun 23'**) for a stipend of **Rs. 25,000** per month. We trust that your knowledge, skills and experience will be among our most valuable assets.

You are expected to join us from **02 Jan, 2023** at 11:00am at our Gurugram Office.

Your employment will be upgraded with us as **full-time employment** as **Software Engineer** w.e.f **01 Jul 2023** with a revised annual remuneration of **8,00,000/-** Refer Annexure A which indicates cost to company. (Subject to PF & Tax)

- Fixed Annual Component: - **INR 7,00,000/- Per Annum**
- Retention Bonus/ Performance Linked Pay:- **INR 1,00,000/-**(Clause undermentioned)

In the Event of Retention Bonus/Performance pay if the employee's employments continues for 1 year post internship shall be entitled to a lump sum amount of **1,00,000** as a one-time payment. In case the employee leave the employment or being terminated on any clause in such case retention bonus is not eligible. After paying out Retention Bonus and same will be treated as Performance Linked Pay which will be payable on Quarterly basis in subsequent years.

After Internship you will be on a probation period for 6 (six) months. You are levied to serve One month notice period if you resign from services during the period of probation. During the fulltime employment i.e. after your probation you must have to serve Ninety days (90) notice period in case you are resigning from the services.

If your performance is found to be dissatisfactory after confirmation, the company can terminate your services, giving you a notice period of maximum one (1) month. During the probationary period, either party may terminate the contract by giving one month's notice. The company can terminate your services at any point of time without a notice period, on account of any misconduct.

This offer is subject to your background check which company may do pre or post-employment and in case of any negativity company may take any necessary disciplinary action which may lead to termination.



Authorized Signatory
Thanks and Regards,
Vishal Das

Candidate Signatory
(Dhruv Tripathi)

Head- Human Resource
BNG Advanced Mobile Solutions Pvt. Ltd

Chennai :
Akshya Vibgyour, No-139/5,Unit A,
4th Floor Kodambakkam High Road,
Nungambakkam Chennai
TamilNadu -600034

Gurugram:
Plot No 242-243,
AIHP Palms, Ground floor,
Phase 4-Udyog Vihar
Gurugram Haryana-122015

Annexure A : Compensation Sheet

Name : Dhruv Tripathi

Designation : Software Engineer

w.e.f : 01-Jul-23

Total Cost to Company (TCTC) breakup

Fixed Components (Mandatory)

Sr. No	Components	Annual Amount (INR)	Monthly Amount (INR)
1	Basic	3,20,000	26,667
2	HRA	1,60,000	13,333
3	Special Allowance	1,98,400	16,533
Fixed Gross Pay (A)		678400	56533
PF (Employer's Contribution) (B)		21,600	1,800
Total Fixed Pay (A+B)		7,00,000	
Total Variable Pay (C)			
Retention Bonus/ Performance Linked Pay		1,00,000	
Total Cost to the company (TCTC) = A + B +C		8,00,000	

To Be Noted : FBP is part of Special Allowance.

****FBP component can be opted by an employee whose Gross Pay is above 7LPA.**

Other Benefits post internship:

- Medical Cover for Self & Dependents
- Accidental Cover/Term Insurance for Self of upto **20,00,000**.
- Gratuity as per applicable law

You will be required to sign this Offer letter and send back to us on or before **20 Dec 22**. We look forward to having you on- board & wish you success in your new role with BNG Advanced.



Authorized Signatory
Thanks and Regards,
Vishal Das

Head- Human Resource
BNG Advanced Mobile Solutions Pvt. Ltd

Chennai :
Akshya Vibgyour, No-139/5,Unit A,
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