

25th Oct 2023

Mr. Sankalp Barjatiya
8-A-28 Mahaveer Nagar 3 ,
Kota , Rajasthan , 324005.

Dear Sankalp,

OFFER OF EMPLOYMENT

With reference to your application and subsequent interviews you had with us, we are pleased to offer you an appointment as **Graduate Engineer** at **Pune** for this position you will report to Sunny Shekhar – Engineering Manager.

You are advised to join us on or before **1st November 2023**. Your detailed appointment letter will be issued to you on your accepting this offer and completing the pre joining formalities. This offer is valid for acceptance for a period of 3 working days from the date of issue.

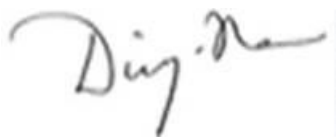
While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Relieving letter from previous 3 employers, if applicable
3. Previous employment experience certificates, if any.
4. Last Pay certificate/ slip, if any.
5. Last appraisal letter
6. Latest passport size color photograph- 08 nos
7. School leaving certificate
8. Pancard Copy, Mandatory
9. Aadhar Card, Mandatory
10. Passport Photocopy, if available
11. Cancelled Cheque of existing valid Savings Bank A/C
12. Provident Fund – UAN No. (Universal Account Number)

Please note that as a part of the hiring process, we would be undertaking your Background Verification Check. We will share an application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us.
We look forward to having you on board soon.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources

Salary Annexure

Name of the Employee : Sankalp Barjatiya
Grade : 170
Designation : Graduate Engineer
Location : Pune

<i>Proposed Salary Component</i>	<i>Amount (INR)</i>	
	<i>Per Month</i>	<i>Per Annum</i>
Basic Salary	21394	256723
House Rent Allowance	10697	128362
Conveyance Allowance	1600	19200
Food Allowance	2200	26400
Leave Travel Allowance	2000	24000
Statutory Bonus	1400	16800
Balancing Allowance	21834	262010
Gross Salary	61125	733495
Provident Fund	2567	30807
Gratuity	1029	12348
Cost To Company (CTC)	64721	776650
<i>Target Variable (STI)***</i>		<i>73350</i>
<i>Target Total Pay (CTC+Variable)</i>		<i>850000</i>
<i>Confirmation bonus 1* (paid after completion of 6 Months from date of joining)</i>		<i>100000</i>
<i>Bonus 2** (paid after completion of 12 months from date of joining)</i>		<i>100000</i>

Other Benefits:

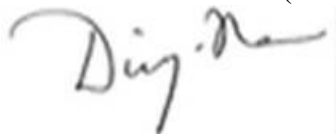
Mediclain: You are entitled to Mediclain for self plus 5 dependent family members as per the company policy.

Confirmation Bonus: You are entitled for one time confirmation bonus of Rs. 100000 (One lakh only) and shall be paid at the time of confirmation. This amount will be recovered in full, incase you exit within 24 months from date of payout.

Bonus 2: You are entitled for one time Bonus 2 of Rs. 100000 (One lakh only) and shall be paid after completion of 12 months from date of joining. This amount will be recovered in full, incase you exit within 24 months from date of payout.

STI (Short Term Incentive Plan) clause* : You are not eligible for STI before confirmation. After confirmation STI will be applicable on pro-rated basis from the date of confirmation. All other terms and conditions will be as per global STI policy.

Yours sincerely,
For Johnson Controls (India) Private Limited



Divya Jha
Director – Human Resources