



Date: - 14-06-2023

Dear Akshay Shrivastava,

Congratulations!

We are thrilled to welcome you to the **TATA 1MG Healthcare Solutions Private Limited** team as **Software Development Engineer I** reporting to the **Engineering Manager**.

TATA 1MG Healthcare Solutions Private Limited mission is to "Make Healthcare Understandable, Affordable and Accessible". Through our innovative products and nationwide presence, TATA 1MG has established itself as a clear leader and as a trusted brand in the digital healthcare space.

At TATA 1mg, we also pride ourselves on our values which we believe help each employee perform to their highest potential. These values are stated as:

1. Be your own CEO
2. Done is better than perfect
3. Team before individual
4. Accountability with empathy

We strongly believe that you will be a great addition to our team and will help us uphold and further our values-based culture so that TATA 1MG Healthcare Solutions Private Limited can continue to make a difference in people's lives.

We can't wait to have you join us on this journey.

Details of the terms and conditions of the offer are as under:

1. Your date of commencement of employment will be **on or before 15-06-2023**.
2. You will be entitled to receive compensation and benefits with an annual CTC of **INR 18,00,000 (INR Eighteen Lakh Rupees Only)**. Details are attached in Annexure 1.
3. Your employment would be subject to the Terms and Conditions, mentioned in your appointment letter, which will be issued to you after your joining.
4. You will be on a standard probationary period of **3 months** from the date of joining.
5. If considered expedient and necessary, we may conduct background checks via references provided by you or through third party. You hereby consent to any such background checks and undertake to co-operate if so requested by us
6. Employment as per this offer is subject to your being medically fit
7. Your employment is contingent on your ability to furnish the following documents:

- a) Copy of Pan Card

TATA 1MG HEALTHCARE

Tata 1mg Healthcare Solutions Pvt. Ltd. (formerly known as 1MG Healthcare Solutions Private Limited and Delhi Mediart Private Limited)
Registered Office Level 3 Vasant Square Mall Pocket V Sector B Vasant Kunj South Delhi 110070
Ph 011 43769900 (40 Lines) E-mail info@1mg.com GST No 07AAFCD7691C1ZL PAN No AAFCD7691C CIN No U24290DL2016PTC302634
Corporate Office 5th Floor Tower B The Presidency Building 46/4 M G Road Sector 14 Gurgaon 122001 Haryana



- b) Latest passport size photograph – 4 nos.
- c) ID proof (Voter ID Card / Passport / Driving License / Aadhar Card - Mandatory)
- d) Bank account details along with a cancelled cheque
- e) Self-attested documents of your high school and degree certificates (Class 10th to highest qualification)
- f) Permanent and temporary address proof
- g) Current and previous “Employer Relieving Letter” and “Experience Letter”
- h) Current Employer Appointment Letter
- i) Last 3 months of salary slip or Form 16
- j) UAN and PF numbers

8. You will be eligible for

- Medical insurance coverage for self and immediate dependents (spouse and 2 children) of **INR 5,00,000 per annum over and above your CTC.**
- Group Personal Accident Insurance of **4 times of the Total Annual CTC or 2 Cr** whichever is lower.

You will be offered components to save tax on the date of joining. The components will be non-taxable only against documentary proof which needs to be submitted quarterly.

Kindly return the duplicate copy of this offer letter, signed as a token of your acceptance. We look forward to a long mutually beneficial and rewarding association.

For TATA 1MG Healthcare Solutions Private Limited



Authorized Signatory

Employee Signature

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Annexure 1
(Compensation & Benefits)

Name	Akshay Shrivastava
Designation (Title)	Software Development Engineer I
Grade	1A
COE	Engineering
Department	Technology
Sub Department	Engineering
Job Role	Software Development Engineer I

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	7,00,000	58,333
HRA	6,78,400	56,534
Gross Salary	13,78,400	1,14,867
Employer's Provident Fund	21,600	1,800
Total Fixed CTC	14,00,000	1,16,667
Performance Based Variable	4,00,000	33,333
Total CTC	18,00,000	1,50,000

TATA 1MG HEALTHCARE



1. Performance Variable: Offered Bi-annually, will be paid as per below schedule.

Bi-annually: Paid twice in a year. For the period April to Sept, will be paid with Oct month salary. For the period Oct to March, will be paid with April month salary.

The disbursement is subject to Individual and Business Performance

2. Statutory Bonus: Paid annually as per THE PAYMENT OF BONUS ACT, 1965

3. CTC Reimbursements: Will be offered after joining, it will be non-taxable only against documentary proofs which need to be submitted quarterly.

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