

-04-2023

Gadiya Jaykumar Kirtikumar
PuneSubject: **LETTER OF OFFER**

Dear Gadiya,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **24-04-2023**.

Your annual compensation calculated on Cost to Company will be **INR 300000/-** which is detailed in the Annexure. The components of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Details of your compensation are as follows:

CTC per month - First 3 months - Rs. 20000/-

CTC per month - 4th month onwards - Rs. 25000/-

Retention Bonus* - Payable at the end of 4 months - Rs.15000/-

Total CTC per annum - Rs. 300000/-

You will be eligible for **Salary revision & Retention bonus** on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Your place of posting will be **Pune**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As part of your joining formalities, a complete verification of your identity documents and your background would be required. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

For the Offer to be valid you are requested to confirm your acceptance of the Offer by clicking on the Offer link which has been emailed to you & also sent on your registered mobile number. After the electronic acceptance of the Offer by you, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

Just Dial Limited*hulika***hulika Singh****Regional Head - Human Resources**

Annexure:-

Annexure - Just Dial Ltd Compensation Structure

Employee Name	Gadiya Jaykumar Kirtikumar	
Department	SALES	
Designation	Certified Internet Consultant	
Effective Date	24-04-2023	
CTC (in INR)	300000/- per annum	
Pay structure	Monthly	Monthly
	(First 3 months)	(4th Month onwards)
Fixed Components		
Basic	15010	15010
House Rent Allowance (HRA)	3150	7505
Attire Allowance	0	679
Field Allowance	0	556
Salary (C1)	18160	23750
Statutory Components		
Employer PF Contribution	0	0
Employer ESIC Contribution	590	0
Benefit's(C2)	590	0
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(C3)	0	0
Statutory Bonus	1250	1250
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	20000	25000
Deductions		
Employee PF Contribution	0	0
Employee ESIC Contribution	137	0
Total Deductions (b)	137	0
*Net Take Home {a - b - C2}	19273	25000
Overall CTC	20000	25000

* Net Take Home is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

01-Jul-2023

Dear JAYKUMAR KIRTIKUMAR GADIYA,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at Level - 1 of our Company.

Components	Components Rs. Per annum
Basic	75,000
Supplementary Allowance	105,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	3,605
Flexible Compensation Pay	37,795
Total Fixed Pay	250,000

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.