

Dated 16/01/2020

Ref No I-Design/HR/App/2019-20

**Mr. Akshay Ashok Bhagat**  
Plot No. 47, Ram Mandir, Bhushannagar  
Kedgaon, Ahmednagar #414005  
Mob-9960096741  
Email: bhagatakshay1997@gmail.com

Dear Mr. Bhagat,

We are delighted to welcome you to I-Design Engineering Solution Ltd. and appoint you as "Engineering Trainee" on the following terms and conditions.

**PLACE OF POSTING:**

Your posting will be at **I-Design Engineering Solutions Ltd, Jamshedpur** & your employee number is 70000475.

However, during employment with the Company, you may be posted/ transferred to any of the offices/ Plants/ Projects/ Divisions/ Departments/ Units/ Locations of the Company existing or to be set at any other location in India or abroad.

Your appointment takes effect from 13<sup>th</sup> Jan 2020.

**02. COMPENSATION:**

Your compensation on a cost to company basis (CTC) will be Rs 205200/- (Rupees Two Lakh Five Thousand Two Hundred only) per annum & will be payable as per the Annexure.

**03. PROVIDENT FUND SCHEME:**

You will be eligible to become a member of our Provident Fund Scheme immediately on joining, as per the rules enforced from time to time. The Company contribution under this scheme is fixed at 12% of your "Basic Salary+ DA" with a matching compulsory contribution from you. You will be required to submit necessary enrolment/ transfer forms to the Location Human Resource Department immediately. You will be governed by the rules enforced from time to time.

**04. GRATUITY:**

As per the Gratuity Act-1972 you will get gratuity benefits after the completion of 5 years of continuous service with the Company. You will be required to submit necessary nomination forms to the Location HR Head immediately. You will be governed by the rules enforced from time to time.

**05. COMPENSATION PROGRESSION:**

Future increase in your compensation and future prospects in the company shall entirely based on your performance, regularity in attendance, sincerity, good conduct and such other relevant factors and company's performance. Such increase in no case shall be automatic and/or a matter of right, and will be mostly in the form of fixed salary and Performance Linked Incentive.

**I-DESIGN ENGINEERING SOLUTIONS LTD.**

Registered Office: Office No.201, Pentagon-1, Second Floor, Magarpatta City, Hadapsar, Pune - 411028. Tel: +91 20 30642100

Works: Survey No. 78/1, Talera Nagar, Dynamic Logistics Compound, Near Magazine Chowk, Alandi-Bhosari Road, Dighi, Pune 411 015, Maharashtra, India. Tel: +91 8149011559 WEB: www.idesign.co.in C.I.N.: U29999PN1998PLC012660



*Dr. Vithalrao Vikhe Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Ahmednagar



DESIGN



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Please note that you are expected to keep the remunerations and benefits package strictly confidential and not to share such information with anyone except your very close family members.

We look forward to your joining our Company for a long, successful and pleasant association.

Thanking You

For I-Design Engineering Solutions Ltd

*Isiy. Darshee*

Authorised Signatory

P.S: Please sign on the duplicate copy of this letter and return back to HR department as a token of your acceptance.

#### ACKNOWLEDGEMENT & ACCEPTANCE

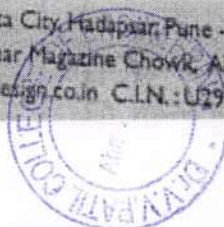
I have read and understood the above mentioned terms and conditions and hereby signify my acceptance of the same.

SIGNATURE : \_\_\_\_\_  
NAME: \_\_\_\_\_  
PLACE: \_\_\_\_\_  
DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

This letter of contract shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within **7days** from issue of this letter.

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*Dr. Vinod*  
**PRINCIPAL**  
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Annexure to the Offer Letter

NAME	Akshay Ashok Bhagat
GRADE	ET
LOCATION	Pune
(A) Fixed :	
Basic	
HRA	6000
Conveyance	2400
Child Education	1600
City Compensatory Allowance	400
Special Allowance	2000
TOTAL A	548
(B) Reimbursements:	12948
LTA	
Medical	583
Attire	583
Mobile	1000
Car	750
TOTAL B	0
(C) Other Benefits	2916
PF	720
ESIC	516
Gratuity	0
TOTAL C	1236
(D) Total (A,B,C) Monthly CTC	17100
(E) TOTAL Yearly CTC	205200

OTHER BENEFITS:

Medical Insurance for Self +5 dependents (Parents, Spouse, 2 Kids)	2,00,000
Group Personal Accident Insurance	5,00,000
Bonus	As per company Policy



*V. Patil*  
PRINCIPAL  
Dr. Vithalrao Vikhe Patil  
College of Engineering  
Warananagar