



Diya Systems (Mangalore) Pvt. Ltd.
Mary Hill, Mangalore
Pay Slip for the month of November-2019

Employee Code	12041	Pin	PAN/MOTAYBL
Name	Ms. Thaisara A.S	PF No.	KML/MGR/2019/000000140
Father Name	Mohammed Ayub	Ex No.	TT02140001
Department	ITG COO	Date Of Joining	08 Jul 2019
Designation	Junior Administrator LG	UAN No.	101450066489
Business Unit	COO	Payable Days	30.00
Location	Mangalore	LWF	0.00
Bank Ac No.	0551500101752301 (Karnataka Bank)	Arrear Days	0.00

Earnings					Deductions	
Description	Rate	Monthly	Arrear	Total	Description	Amount
Basic	6200.00	6200.00	0.00	6200.00	PF	1116.00
DA	3100.00	1993.00	0.00	1993.00	ESI	128.00
HRA	3700.00	3700.00	0.00	3700.00	PROV. TAX	200.00
Special Allowance	1780.00	1780.00	0.00	1780.00		
Sales Commission		2717.00	0.00	2717.00		
Awards		1580.00	0.00	1580.00		
Talent		20140.00	0.00	20140.00		
Other Incentives		1850.00	0.00	1850.00		
Overtime		1550.00	0.00	1550.00		
Advance Bonus	700.00	700.00	0.00	700.00		
GROSS EARNINGS	15580.00	33340.00	0.00	33340.00	GROSS DEDUCTIONS	1444.00

Net Pay : 31,892.00

Net Pay in words : INR Thirty One Thousand Nine Hundred Two Only

Income Tax Worksheet for the Period April, 2019 - March, 2020 (Proposed Investment)									
Description	Gross	Exempt	Taxable	Deduction Under Chapter VI-A			Taxable HRA Calculation (FROM-METSQ)		
Basic	34000.00	0.00	34000.00	Investments u/s 80C	Exempted	Qualifying	Rent Paid		0.00
DA	27000.00	0.00	27000.00	PROVIDENT FUND	9720.00	15000.00	From	08/01/2019	
HRA	32400.00	0.00	32400.00				To	31/03/2020	
Special Allowance	15500.00	0.00	15500.00				1. Actual HRA	32400.00	
Sales Commission	9494.00	0.00	9494.00				2. 40% or 50% of Basic	32400.00	
Awards	4551.00	0.00	4551.00				3. Rent - 50% Basic	0.00	
Talent	15140.00	0.00	15140.00				Least of above is exempt	0.00	
Other Incentives	2650.00	0.00	2650.00				Taxable HRA	32400.00	
Advance Bonus	6097.00	0.00	6097.00						
Overtime	6877.00	0.00	6877.00						
							TDS Deducted Monthly		
							Month:	Amount	
							July 2019		0.00
Gross	187714.00	0.00	187714.00	Total of Investments u/s 80C	9720.00	150000.00	August-2019		0.00
Deductions				u/s 80C	9720.00	150000.00	September-2019		0.00
Previous Employer Taxable Income			0.00	Total of Ded Under Chapter VI-A	9720.00	150000.00	October-2019		0.00
Professional Tax			1400.00				November-2019		0.00
Under Chapter VI-d			9720.00				Tax Deducted on Perq		0.00
Standard Deduction			50000.00				Total		0.00
Any Other Income			0.00						
Taxable Income			126594.00						
Total Tax			0.00						
Marginal Relief			0.00						
Tax Rebate			0.00						
Surcharge			0.00						
Tax Due			0.00						
Excessional Cess			0.00						
Net Tax			0.00						
Tax Deducted (Previous Employer)			0.00						
Tax Deducted on Perq			0.00						
Tax Deducted on Any Other Income			0.00						
Tax Deducted Till Date			0.00						
Tax to be Deducted			0.00						
Tax/Month			0.00	Total of Any Other Income	0.00				
Tax on Non-Recurring Earnings			0.00						
Tax Credit Amount (ETL)			0.00						
Tax Deduction for this month			0.00						

Personal Note: This is a system generated payslip, does not require any signature.

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COMPENSATION BREAKUP

Name: Kumaraswamy V S
Design: Trainee Software Engineer, Level - 1A

A MONTHLY SALARY		Rs./Ps.
1	Basic	16,736
2	House Rent Allowance	7,531
3	Leave Travel Assistance	1,195
4	Bonus	1,194
5	Flexible Benefit Plan*	2,603
SUB TOTAL		29,659
B BENEFITS		
Company's Contribution towards PF		2,008
MONTHLY GROSS (including Company's PF Contribution)		31,667
Annual Total		3,80,000
C Variable Pay		20,000
Total Potential Earnings		4,00,000
D Non-Cash Components & Benefits		
Gratuity		9,660
E TOTAL REMUNERATION PACKAGE		4,09,660

Notes:

- Coverage Under Group Personal Accident Insurance for Self
- Coverage Under Group Term Life Insurance
- Coverage Under Group Hospitalization / Mediclaim Insurance for Self (Spouse & 2 Children, if married).
- Also have option to cover Parents/In-laws under the company's Group Mediclaim Insurance Policy and the premium will be borne by the employee
- Compensation Package is subject to TDS as per prevailing IT norms
- Gratuity Payable as per The Payment of Gratuity Act
- Variable Pay will be paid as per Performance Linked Variable Pay Guidelines
- Under the Flexi Benefit Plan (FBP), an employee can allocate the fund towards Mobile & Internet bill reimbursement, Food Coupons, Fuel Reimbursement and Children Education Allowance to avail tax benefits

for ArisGlobal Software Pvt. Ltd.


Raghuendra K G
Director - Human Resources


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19 March, 2019

Ms Niketha Sadhu Shetty
B-108, Shikhar Darshan Society,
Shripal Complex, Agashi Road, West,
Virar,
Maharashtra - 401303

Contact No: 9148599215
Email: niketha292@gmail.com

Dear Niketha,

Subject: Letter of Intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered the position of Associate Software Engineer in Advisory in EY Global Delivery Services India LLP.

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of INR 3,61,905/- per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source.

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 30 September. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Educational Qualification:

This letter of intent is subject to your successful completion of BE / B Tech exams by May, 2019.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you,
Yours faithfully,

for EY Global Delivery Services India LLP

Signed by: SHANTHRAM MOODBIDRI
Date: 20-Mar-2019 13:09
Location: Bangalore
Reason: ☐

Authorized Signatory


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EY Global Delivery Services India LLP
3rd Floor, Tower C,
BMC Infinity, Old Madras Road,
Banaganga Hall, K.R. Puram
Bangalore - 560016,
Karnataka, India

For: EY Global Delivery Services India LLP
To: Mr. Sumith Kumar S K
Date: 19/03/2019

01/03/2019/03/03

19 March, 2019

Mr Sumith Kumar S K
Site No:44, 3rd Cross,
Mangalasaagar,
Mangalore,
Karnataka - 575001

Contact No: 9148731537
Email: sumith.ku97@gmail.com

Dear Sumith,

Subject: Letter of Intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

- 1. Position:**
You will be offered the position of Associate Software Engineer in Advisory in EY Global Delivery Services India LLP.
- 2. Date of joining and work location:**
Your date of joining the company and work location will be communicated to you at a later stage.
- 3. Annual Fixed compensation:**
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Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

Thanking you,

Yours faithfully,

for EY Global Delivery Services India LLP

Signed by: CHANTHROOD CUBILSHETTY
Date: 20-Mar-2019 15:09:20
Location: Bangalore
Reason:

Authorized Signatory

H.O.D.
Dept. Of Computer Science & Engineering
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

EY Global Delivery Services India Private Limited, a private limited company with registration no. U74999KA2016PTC091751, converts into EY Global Delivery Services India LLP, a limited liability partnership with LLP identity No. AAL - 27433 effective 30 November, 2017. Regd. Office: 3rd floor, Tower C, BMC Infinity, Old Madras Road, Banaganga Hall, K.R. Puram Bangalore - 560016, India

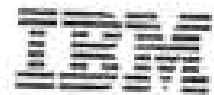
This file is signed using Digital Signature.

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P-6



July 1, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagware Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Vignesh Suresh Shetty

We are pleased to offer you the position of Software Engineer, in band O5A at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. July 16, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagware Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboard@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:


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Dept. Of Information Technology
Alva's Institute of Engg. & Technology,
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