



Now you can

Home Credit India Finance Pvt. Ltd. (formerly known as Rajshree Auto Finance Pvt. Ltd.)  
Reg. Off. : Third Floor, Tower C, DLF Infinity Towers, DLF Cyber City,  
Phase-II, Gurugram, Haryana-122002  
CIN: U65910HR1997PTCO47448, Tel. No. : +91 124 4907600  
Web : www.homecredit.co.in, Email : care@homecredit.co.in

31-Jul-19

**Selsiya S M**

21, 10th cross Dr. Layout naganathpura, bangalore Karnataka-560100

### OFFER OF APPOINTMENT

Dear Selsiya S M,

With reference to your application for an employment with Home Credit India Finance Private Limited and the subsequent discussions, we are pleased to offer you the role of a **Jr. Operator - Tele Collection**. We anticipate that you will commence your employment with us at the earliest but not later than **01-Aug-19** failing which this offer shall stand withdrawn automatically. However, the Company reserves the right to change the Date of Joining with prior intimation to you.

Listed below is the summary of this offer:

<b>Position Offered:</b>	Jr. Operator - Tele Collection
<b>Grade:</b>	O1
<b>Job Location:</b>	Bangalore
<b>Probation Period:</b>	3 months
<b>Annual CTC (Cost to Company):</b>	<b>INR 208,752/-</b> (Rupees Two Lakh Eight Thousand Seven Hundred and Fifty Two Only) (Details as per Annexure 1)
<b>Incentive:</b>	Incentive figure shown in Annexure 1 is indicative of average Incentive Payable for this profile. Payout of actual Incentive will depend on your performance and Company's Policy.

This Offer Letter is confidential in nature and the contents of this Offer Letter or any part thereof are to be kept in strict confidence by you.

The Company may verify the information and documents submitted by you. For this purpose, you are requested to provide the additional information as mentioned in the Background Verification Form annexed herewith along with your consent. You are also requested to provide the copies of all documents as per Annexure 2 annexed herewith.

It may please be noted that if any of the information or documents furnished by you is found to be false, misleading, or incorrect, or you do not co-operate in the verification process, the Company reserves the right to revoke this offer with immediate effect without any notice or compensation.

This offer is valid only for two working days from the date of issuance of this letter and shall automatically revoked unless revised by the Company.

2020/6/29 20

# HOME CREDIT

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2020/6/29

Please indicate your acceptance of this offer by returning the signed copy of this Offer Letter to the undersigned along with **Background Verification Form** and all **Mandatory Documents** as stated in **Annexure-2** within two working days.

This letter is an offer only and shall not be considered as contract of employment between you and the Company. This Offer, even if accepted by you, shall not result in any contract of employment with the Company.

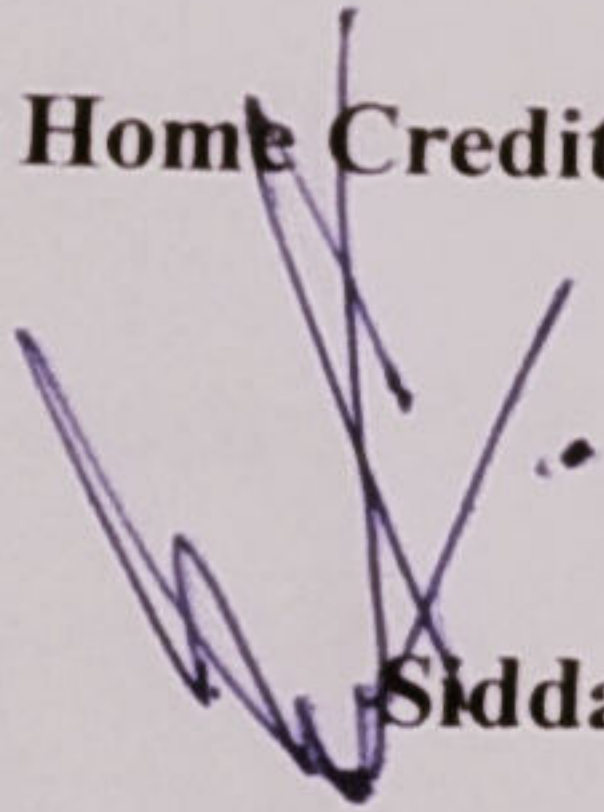
The terms and conditions of the employment with the Company is annexed herewith as Annexure 3, Annexure 4, and Annexure 5 (collectively referred as "Terms & Conditions of Employment") for your reference only. Upon presenting yourself for employment at the designated office of the Company, you are required to sign and submit the copy of these Terms & Conditions of Employment. HR representative shall issue unique employee identity number to you confirming your employment with the Company.

On the day of joining you are requested to report at **9:30 AM** at Home Credit India, Zonal Office Bangalore. Please contact **Zeba Izhar** to complete your joining formalities.

Looking forward to your being a valuable member of the Home Credit family.

Sincerely,

For Home Credit India Finance Private Limited



Siddarth M

Senior Manager- Human Resources

Accepted

Full Name: Selviya S.M

Signature: Selviya S.M

Date (DD/MM/YY): 01/08/2019

**Please Note:** This Offer is based on Company policies, procedures and other rules, currently applicable, which are subject to amendments from time to time, in which case this Offer will also be modified / revised.

*Now you can*

Annexure I – Cost to Company			
Employee Details	Name	Selsiya S M	
	Job Detail	Jr. Operator - Tele Collection	
	Date of Joining	01-Aug-19	
	Date of Birth	09-Nov-98	
	State / City	KAR	Bangalore
Earnings	Components	Monthly (INR)	Annual (INR)
	Basic	14,900	178,800
	HRA	216	2,592
	Transport Allowance	0	0
	Medical Allowance	0	0
	LTA	0	0
	Special Allowance	0	0
	<b>Total Salary</b>	<b>15,116</b>	<b>181,392</b>
Employer's Statutory Contribution	Provident Fund	1,788	21,456
	ESIC	492	5,904
	<b>CTC</b>	<b>17,396</b>	<b>208,752</b>
Retirement Benefit	Gratuity	716	8,592
~Monthly Incentive		2800	33600

> ~ Aforeshown Incentive figure is indicative of average Incentive Payable for this profile; however, payout of actual Incentive will depend on your performance and Company's Policy.

> Payment of incentive includes the 'Statutory Bonus' payable under the Payment of Bonus Act, 1965, provided employee has worked in the establishment for not less than thirty working days in that year.

- > LTA - if opted, will be disbursed as per relevant rules; otherwise, will be paid as part of Monthly Special Allowance;
- > Employer's Contribution to PF = 12% of Basic, up to Rs. 1800/- per month;
- > Employer's Contribution to ESIC = 3.25% of Total Salary, provided Total Salary <=Rs. 21,000/-;
- > Cost To Company (CTC) = Total Salary + Employer's Statutory Contribution;
- > Statutory Bonus is payable @ 8.33% of minimum wage of the state or of Rs. 7,000 (whichever is higher), only if Monthly Total Salary <= Rs. 21,000/-;

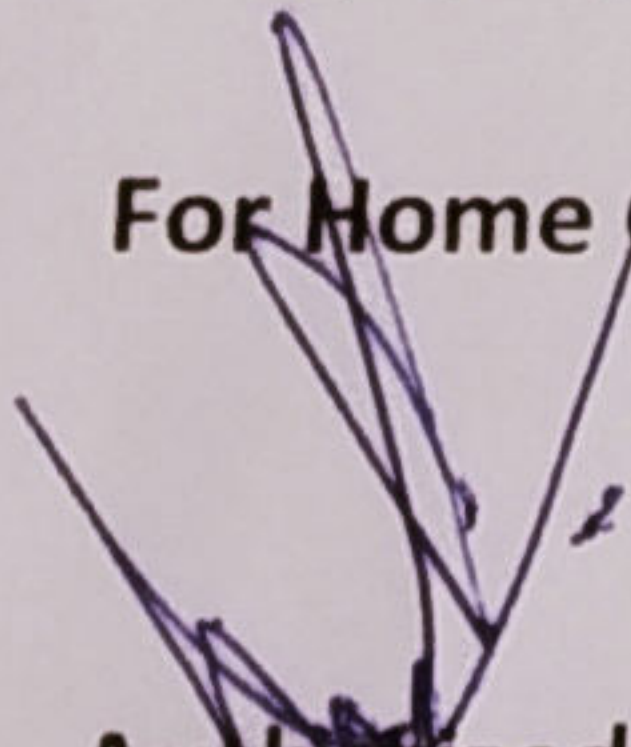
> \*\* Take Home salary = Total Salary - Employee's liability towards PF & ESI. Your actual Take Home Salary will be subject to applicable income tax, professional tax and other withholdings.

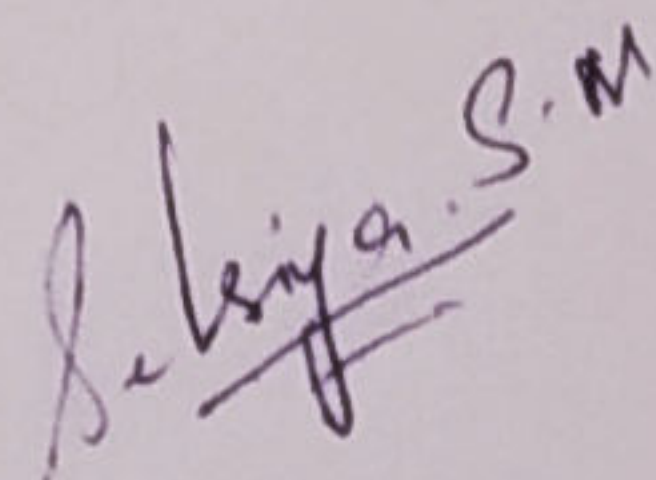
> Deductions towards PF, ESIC, LWF, Professional Tax and Income Tax are subject to relevant rules of Govt. of India and its states;

> Aforementioned CTC breakup is subject to change(s) from time to time, on basis of regulatory and or company policy.

> Employees parting after completing five years of service will be eligible for Gratuity payout, subject to prevailing rules of Govt.

**For Home Credit India Finance Pvt. Ltd.**

  
**Authorized Signatory**  
**Human Resources**



**Selsiya S M**