



Date: September 30, 2020

Sub: Offer of Employment

Dear Aaron,

We are pleased to make you an offer of employment at Firstsource Solutions Limited ("**Company**"), for the position of **CSA, H2** at the company's Mumbai office.

The break-up of the salary offered is provided below.

COMPONENT	AMOUNT (Rs)
Basic	5,423.00
Dearness Allowance	1,300
House Rent Allowance	2,712
CCA	1,524
Special Allowance	1,423
Statutory Bonus/ Incentive/ Ex-Gratia *	3,976
GROSS SALARY	16,358
PF (12% of Basic) – Co. Contribution	807
Gratuity(4.8% of Basic)*	323
ESI (3.25% of Gross) - Co. Contribution	487
RETIRALS	1,617
Conduct Incentive p.m	100
SALARY (p.m.)	18,075
SALARY (p.a.)	216,900

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	October 1, 2020
Time of joining	11:00:00 AM

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till October 1, 2020 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited



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Shahul Karim
SVP – Human Resources

Attachments

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- [Introductory Letter.pdf](#)
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Offer electronically accepted by: Abranches, Aaron
Offer electronically accepted on: Sep 30, 2020 3:39 PM
Offer electronically accepted from: 49.32.18.71