



VEH GLOBAL INDIA PRIVATE LIMITED

Registered Office: 9th Floor, My Home Twitza, Plot No 30/A, TSIC Hyderabad Knowledge City, Raidurg, Hyderabad, Telangana - 500081 ☎ 040 42865655 ✉ vehinfo@vibrantenergyholdings.com
www.vibrantenergyholdings.com | CIN: U40102TG2015FTC097559

PRIVATE & CONFIDENTIAL

24-Feb-2023

Mr. Rahul Bairagya
Vill - Basudevapur,
PO - Nandakumar,
West Bengal - 721632.

Dear Mr Rahul Bairagya ,

Further to the discussions you had with us, we are pleased to offer you the position of **Deputy Manager - Forecasting & Scheduling** based at Hyderabad.

The break-up of your estimated Gross CTC would be **INR 66,667/- per month (including company contribution towards PF), INR 8,00,004/- per annum.**

The offer of employment is subject to your acceptance of the following terms and conditions:

1. On Joining, you will be required to sign an engagement letter with detailed terms and conditions of your employment agreement with Company.
2. You will be on probation for a period of six months from the date of your joining. Subject to satisfactory performance and completion of your probation, your position will be confirmed.
3. Your present place of work will be at Hyderabad but during the course of your employment, you may be posted / transferred anywhere to serve any of the Company's Projects or any other establishment(s), at the sole discretion of Company's management.
4. On the date of your joining, please carry originals of the following documents (along with a xerox copy of each document for submission):
 - All Educational Certificates;
 - Experience / Reliving letter from all your previous employer(s);
 - 2 Passport size photographs (recently taken);
 - Copy of Passport, Aadhar & PAN Card.
5. You will be required to give your consent for a background investigation which includes an investigation of criminal records, previous employment history and references, and educational background.
6. You acknowledge and agree that Company reserves the right to carry out by itself or through a third-party agency, a pre or post-employment background verification and pre-employment health check-up.

Please refer annexure for compensation details.



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Schedule I Compensation Details

Candidate: Mr Rahul Bairagya		
Designation: Deputy Manager - Forecasting & Scheduling		
Monthly Components	Per Month (INR)	Per Annum (INR)
Basic	33,400	4,00,800
HRA	13,400	1,60,800
LTA	2,800	33,600
Books and Periodicals Reimbursement	2,000	24,000
Car Expense Reimbursement	2,700	32,400
Mobile & Internet Reimbursement	1,500	18,000
Academic Reimbursement	3,000	36,000
Special Allowance	3,859	46,308
Monthly Gross	62,659	7,51,908
PF (Company Contribution)	4,008	48,096
Cost to Company (CTC)	66,667	8,00,004

- All payments are subject to such statutory deductions & taxes as prescribed by the relevant law(s) in force and as amended from time to time.
- You are also eligible to receive reasonable and actual expenses up to **INR 50,000** for relocation purposes to Hyderabad. You may submit receipts for your household goods move, temporary housing expenses, or other items associated with your relocation to Hyderabad. The relocation allowance is subject to repayment if you voluntarily end your employment with Vibrant Energy within one (01) year of your start date.

Please indicate your acceptance of this offer by signing and dating this offer letter at the bottom and returning a scanned copy of the same via an email. This offer will remain open until **27-Feb-2023**.

If you accept this offer, your joining date will be no later than **25-May-2023** and work location will be Hyderabad.

By signing this letter, you acknowledge that you are not aware of any legal or contractual reason you cannot accept employment with or perform work for the Company. The terms in this offer letter supersede any other oral or written agreements or promises made to you.

We are excited about having you as a part of our Company and look forward to welcoming you to the Vibrant Family!

Best Regards,
For VEH Global India Private Limited

Srinivasan Viswanathan
Managing Director

Agreed to and accepted by:

Rahul Bairagya