

JCB/HR/2019

28th March, 2019

Pankaj Kumar
VPO Munda Khera Kalan
Laksar
Haridwar
Uttarakhand

Dear Mr. Pankaj Kumar

This has reference to your application and subsequent interview with us. We thank you for accepting our proposal and are pleased to offer you the position of Senior Engineer in Quality Department at Ballabgarh.

As discussed, we are offering you a total compensation package based on cost to company at Rs.6,00,000 per annum (INR Six Lacs only).

You will be on Probation for two months.


We would like you to join us latest by Monday, 6th May, 2019 at JCB Power Products India, Ballabgarh. A formal letter of appointment shall be issued to you on your date of joining. Your joining with us is however, subject to your being found medically fit as per company's recruitment norms.

Kindly return us a copy of the offer letter duly signed, in token of your acceptance within 3 days from the receipt of this letter.

We welcome you to the JCB family and look forward to a long and fruitful relationship with us.

With best wishes.

For JCB Power Products India Private Limited


Sanjay Kathuria
AVP & Business Head.



JCB Power Products India Private Limited
(Human Resources)

Compensation Sheet

March 28, 2019

Name Pankaj Saini
Level SE
Designation Senior Engineer
Function Engineering & Product Development
Location Headquarter

Sno.	Emoluments	Annual Amounts in INR	Remarks
1	Basic Salary	1,80,000	-
2	Other Allowance	3,28,498	Taxability as per IT Rules
3	Bonus / Exgratia	16,800	Taxability as per IT Rules
Guaranteed Cash (A)		5,25,298	
4	Provident Fund	21,600	As per PF Act 1952
5	Gratuity / Exgratia	8,658	As per Gratuity Act 1972
Retirals (B)		30,258	
Annual Fixed Salary (C=A+B)		5,55,556	
6	Performance Variable Pay (D)	44,444	To be paid annually based on Company and Individual Performance. It is not a guaranteed payment
Total Annual Compensation (E=C+D)		6,00,000	

Others Benefits

Mobile Usage Reimbursement (as per Level entitlements)
Medical Insurance Health Scheme (as per policy)
Group Personal Accident Policy
Group Term Insurance Policy
Annual Health Check-up (as per Level entitlements)
Leave Encashment (as per policy)