

Dear Mr. Bhushan Mandekar,

Congratulations and welcome to the dynamic world.

We are pleased to offer you the position of “**Trainee– Quality Assurance-NDT**” at ‘**Aerospace Processing India Private Limited**’ located in Hattaragi, **Belagavi**. We have mentioned the compensation break-up and standard deductions for your perusal in Annexure – I. Please feel free to reach us if you need any clarification on the Compensation break-up.

We look forward to your contribution in making **Aerospace Processing India Private Limited** a world class organization. Organization is poised to see a significant growth over the coming years and would offer tremendous learning and growth opportunities to its talented employees. We are glad that, you will be a part of this journey and we are very keen on your being a part of growing organization.

As part of the offer, please provide us 2 references (with contact details of your present/last Supervisor and your present colleague) for reference check process. This offer is valid only if you clear the reference check process and the Pre-Employment Medical Test.

Compensation:

A detailed breakup of the compensation is attached in the Annexure – I. All the statutory adjustments will be applicable as per the prevailing laws.

Benefits:

1. ESIC:

ESIC benefit will be applicable as per the ESIC Act.

2. Food & Transportation:

Organization offers its employees subsidized food & transportation which is optional in nature. Employees can avail these services with minimum charges as per the company policy/guidelines.

Recovery of Benefits/Additional Joining Benefits:

In the event, if you had to leave the services of our organization for any reason whatsoever (other than involuntary exit)

within 1 Year from the date of the payment/ reimbursement, all such expenses (viz. Relocation Benefit, Notice Pay reimbursement or any other monetary benefits as agreed) will become refundable to the company. The same amount would be recovered from you at the time of Full & Final Settlement.

Note: Please consider Offer/Compensation details as highly confidential information and do not share with any person(s). Sharing of compensation details may lead to termination of offer/employment. A detailed breakup of the

***You need to submit the necessary/relevant documents at the time of joining. (You have to submit us the Relieving Letter/Service Certificate at the time of joining).**

Request you to respond back to this Offer **to indicate your acceptance of the offer and confirm your date of joining within 48 hours**. We request you to send the duly signed resignation accepted copy through email.

Please reach out to us on call or e-mail, if you need any further clarity on this formal offer.

Best Regards,

**Talent Acquisition Team
Aerospace Processing India Private Limited
Hattaragi-Belagavi.**

ANNEXURE - I

Below is the break-up of the Total Compensation for your perusal:

Compensation Structure	Direct Trainee-Level-I	
Components	Per Annum	Per Month
Basic	180,000	15,000
HRA	32,405	2,700
Uniform Allowance	0	0
Additional Allowance	0	0
Gross	212,405	17,700
PF	21,600	1,800
CTC	234,005	19,500
Retirals		
Gratuity	0	0
ESIC Employer Contribution	6,903	575
Insurance	0	0
Total Employment Cost	240,908	20,076
PF Employee	21,600	1,800
ESIC Employee	1,593	133
PT	2,400	200
Net Take Home	186,812	15,568
Hardship Allowance		5,000
Total Ind. Hardship Allowance		20,568

Additional Benefits:

1. The other Statutory Benefits (if any) would be provided as per the statutory norms.
2. The deductions towards the Statutory Benefits (if any) would be applicable / deducted as per the policy / statutory norms.
3. Organization will provide ESI or Medical insurance benefit (as applicable) for you & your dependents as per the company policy & Act.
4. If you wish to avail company transport (Belagavi to API -Aerus SEZ to Belagavi OR Sankeshwar to API SEZ to Sankeshwar) you will be required to pay Rs.1900/- per month towards the same.

Best Regards,

Talent Acquisition Team
Aerospace Processing India Private Limited
Hattaragi-Belagavi.