

2019-20

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PFSweb Global Services Pvt. Ltd.

Bhartiya City, 8th floor, Block 1, Milestone Buildcon, SEZ.,
Chokkanahalli Village, Bengaluru – 560064. Phone:

+91.80.6743.0000

CIN: U74900KA2015FTC084527 www.pfsweb.com

P F S W

Date: 25.03.2021

Dear Tejaswini Machhindra Patil,
A/P Soundalga, Soundalga,
Belgaum, Saundalga,
Karnataka 591241

Dear Tejaswini Machhindra Patil,

We refer to our Letter of Salary Offer dated **25th March 2021** duly accepted by you. In view of your acceptance of the same, we at PFSweb Global Services Pvt. Ltd. "PFSweb"/ "Company", are pleased to offer you a position of **QA Trainee**. You will be located at our office situated at 8th floor of Block-1, (BCIT) Bhartiya City, Milestone Buildcon Pvt. Ltd., SEZ, Thanisandra Main Road, Chokkanahalli Village, Bangalore, PIN-560064.

PFSweb is a wholly owned subsidiary of PFSweb Inc., founded in the year 1994. In the year 1999, PFSweb Inc. expanded globally and issued an IPO to become a public company - NASDAQ (PFSW). We are a leading global provider of comprehensive eCommerce solutions. We focus on creating the ultimate branded shopping experience for the world's leading brands with our highly customized, flexible, and collaborative solution offering. These solutions empower consumers to shop how and where they want, receiving products and services by a method of their choice. To know more about us please visit www.pfsweb.com.

Your all-inclusive annual remuneration package will be **Rs.4,00,000** [subject to deduction of tax at source ("TDS") and other statutory Payments as may be applicable]. Management reserves the right to increase or decrease the salaries, at its sole discretion from time to time.

We have enclosed a copy of the Employment Agreement, which you need to sign and return to us indicating your acceptance of the terms and conditions contained therein. Please note that your initials are required on all the pages of the enclosed Employment Agreement. Also note that the validity of the Employment Agreement is subject to successful completion of your Academic Qualification (B.E).

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Employment Agreement

Employment Status:

Your appointment with the Company shall be based on the following terms and conditions and further subject to the terms and conditions contained in (1) Annexure-A (Terms of Employment), (2) Annexure-B (Elements of Compensation); and (3) Annexure-C (Documents to be submitted on the Date of Joining).

Date of Joining: **1st April 2021**

Place of Work: **Bangalore**

Please note that PFSweb believes in re-engineering as a continuous process and therefore your designation, responsibilities and location are subject to modifications in line with the re-engineering process and the exigencies of the Company's requirements.

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Employee Name	Tejaswini Machhindra Patil	Designation	QA Trainee	
			Salary Structure	
Sl. No	Components	Components details	Monthly	Annual
A				
1	Basic Salary	50% of Base Salary	15500	186000
2	House Rent Allowance	40% of Basic Salary	6200	74400
B				
Special Allowance				
3	Special Allowance	Base Salary-Fixed	9088	109058
Optional Benefits				
4	Meal Coupons	Optional Benefit, Eligible for Rs. 1100 per month. Default amount will be set as 0	0	0
5	Internet and Telephone Reimbursement	Optional Benefit, Eligible for Rs. 1500 per month.	0	0
6	Leave Travel Allowance	Optional Benefit, Eligible for 10% of Basic Salary. Default amount will be set as 0	0	0
C	Base Salary = (1+2+3+4+5+6)		30788	369458
7	Provident Fund	12% of Base Salary or INR 1800	1800	21600
8	Gratuity	Deemed Value	745	8942
		*Calculated at 4.81% of the basic Salary.		
D	Total Retiral Benefits (Company Contribution)		2545	30542
	**Total Cost to Company = (C+D)			400000
**The above stated elements of compensation are taxable as per applicable Income Tax Laws. All the figures are in INR (India Rupees) only.				
Note: Special Allowance consists of Telephone & Internet Reimbursement (up to max Rs. 1500/- per month) and Electronic Food Coupons (Rs.1100/- per month) and LTA (10% of Basic Salary)				
Other Company Benefits				
PFSWEB Group Mediclaim Insurance Policy				
Medical Coverage		5L Per Family		
Family Member Covered		Employee + Spouse+ dependent children upto 2 + 2 dependent parents (either parents or in-laws)		
Group Life Insurance Policy				
4 times of annual CTC of an Employee				
India Personal Accidental Insurance Policy				
2 times of annual CTC of an Employee				

CALL LETTER

Dated:

Dear **TEJASWINI PATIL**

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Manual Testing, Java, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.



Thank & Regards

Qspiders Hebbal

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USN NO