



29th July 2022

Mr. Abhishek Dubey
Gorakhpur, UP

With Reference to your interview with us, we are pleased to offer you the post of “**Lab Analyst, Quality-GG7**” at Bawal location in our organization, subject to satisfactory medical examination and references, under a probation period of 6 months, on the terms and conditions as discussed and mutually agreed upon.

As indicated, please join us on or before **1st August 2022** failing which the offer shall automatically stand cancelled and withdrawn without any notice. You will be issued a detailed letter of appointment in due course, after you join with us.

You are further advised to bring the following documents in original at the time of your joining.

1. Your Credentials.
2. Your three passport size photographs.
3. Acceptance of resignation/relieving letter.
4. Full and final settlement

You are advised to return the duplicate of this letter duly signed in token of your acceptance.

Thanking you,

Sincerely,

For Johnson Matthey India Pvt. Ltd.

Abraham Joseph
Manager- Human Resource



REMUNERATION COMPARISON WITH PROPOSED		
NAME:	Abhishek Dubey	Quality
DESIGNATION:	Lab Analyst	CA Bawal
Global Grade	7	
Total Compensation & Benefits		Proposed (Per Month)
Fixed Salary	Basic Salary	INR 15,000
	HRA	INR 4,300
	Monthly fixed cost	INR 19,300
	Annual Base Salary	INR 231,600
Variable Pay	Performance Incentive	INR 24,318
Reimbursement	Medical Reimbursement	INR 15,000
Retirals	Provident Fund	INR 21,600
	ESI	INR 7,527
	Annual CTC	INR 300,045
<p>*Performance Incentive is a variable component and shall be paid totally at the descretion of the management.</p> <p>*Statutory Bonus shall be paid as per Bonus Act.</p> <p>* Medical expenses shall be paid on monthly basis</p> <p>*Gratuity shall be paid as per Gratuity Act.</p> <p>Disclaimer:-</p> <p>*Individual compensation information is personal and confidential. Sharing of this information with any-one within or outside the organization will be considered as violation of company values.</p> <p>* Tax deduction at source will be done as per applicable tax laws.</p>		