

STRICTLY PRIVATE & CONFIDENTIAL

Date: August 29, 2022

Kirti Vishwas Dhanake

**D/O Vishwas Dhanake,
Solapur, 413401**

Subject: Offer Letter

Dear Kirti Vishwas ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Executive - Underwriting - Central Operations, Operations in Band GB3 A at Bajaj Allianz Life Insurance Company Limited (BALIC) .

1. You shall be based at **Pune HO** .
2. You will report to **Rupesh Routh**.
3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by August 30, 2022. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

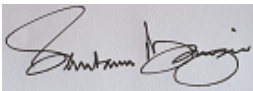
The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.



Authorized Signatory

309290/186057/Kirti Vishwas Dhanake/35848

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A: CTC Break Up**COMPENSATION BREAK UP SHEET**

Date: August 29, 2022

Name:	Kirti Vishwas Dhanake	
Department:	Central Operations	
Designation:	Senior Executive	
Band:	GB3 A	
Location Code:	Pune HO	Location: Pune HO

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	11,250.00	135,000.00
2	Minimum HRA	5,625.00	67,500.00
3	Statutory Bonus	2,250.00	27,000.00
4	Flexible Benefits	16,033.00	192,396.00
	Sub Total (A)	35,158.00	421,896.00
5	Company's Provident fund contribution	1,800.00	21,600.00
6	Gratuity as per the Act	542.00	6,504.00
7	E.S.I.C	0.00	0.00
	Sub Total (B)	2,342.00	28,104.00
	Total Fixed	37,500.00	450,000.00

Other Benefits:

- Group Term Life Insurance: You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
- Group Personal Accident: Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
- You will be covered under the company group Medclaim policy. The company shall subsidize the annual premium as per policy. The balance amount, if any, shall be borne by you and recovered from your salary.
- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

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LIFE GOALS. **DONE.**



Bajaj Allianz Life Insurance Co. Ltd.

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company

8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

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