



# TOYOTA

## NANDI TOYOTA

MOTOR WORLD PRIVATE LIMITED

46/3A, Kudlu Gate, 7th Mile,  
Hosur Road, Bangalore - 560 068.

Ph : 40431111

Website : [www.nanditoyota.com](http://www.nanditoyota.com)

August 16<sup>th</sup> 2024

*Private & Confidential*  
Nandi/HRD/OL/ 9350

To,  
**Mr. Sharath Kumar K N**  
Kesavinamane,  
Mugthithalli,  
Chickmagalur,  
Karnataka – 577133

**Sub: Offer of Employment at Motor World Private Limited (Nandi Toyota)**

Dear Sharath,

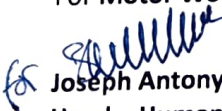
It was a pleasure interacting with you to consider you for an employment with Nandi Toyota. Based on the interview and the subsequent discussion we had with you, we are pleased to offer you the position **Management Trainee** in our company as per the terms and conditions discussed with you in the meeting. The detail of your salary and Cost to Company (CTC) is mentioned in the enclosed annexure.

This offer will remain valid **August 19<sup>th</sup> 2024**. You are requested to produce all necessary documents which is mentioned in the enclosed annexure and should report at 9.00 A.M on date of joining. Please sign and return the duplicate copy of this letter to us as a token of your acceptance of this offer

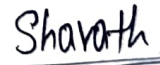
We look forward to having you on board!

Sincerely,

For Motor World Private Limited,

  
Joseph Antony  
Head – Human Resources  
(9900590766)



  
19/08/2024

<b>MOTOR WORLD PRIVATE LIMITED</b>		
<b>Salary Break-up Sheet</b>		
<b>Name</b>	<b>Mr. Sharath Kumar K N</b>	
<b>Designation</b>	<b>Management Trainee</b>	
<b>A. Particulars</b>		
	<b>Monthly (Rs.)</b>	<b>Yearly (Rs.)</b>
Basic	7000	84000
Variable Dearness Allowance	6900	82800
City Compensatory Allowance	1000	12000
House Rent Allowance	1000	12000
Medical Allowance	1000	12000
Transportation Allowance	1300	15600
Conveyance Allowance	8000	96000
<b>A. Total</b>	<b>26,200</b>	<b>314,400</b>
<b>B. Deductions</b>		
Employee PF Contribution	1,668	20,016
Employee ESI Contribution	137	1,638
Profession Tax	200	2,400
Employee Welfare Fund	25	300
<b>B. Total</b>	<b>2,030</b>	<b>24,354</b>
<b>Net Salary(A-B)</b>	<b>24,171</b>	<b>290,046</b>
<b>C. Reimbursements</b>		
Daily Allowance / Day@Rs.60	0	0
Fuel Expenses	0	0
Petrol Allowance Against Bill	0	0
<b>C. Total</b>	<b>0</b>	<b>0</b>
<b>D. Cost to Company</b>		
PF (Company Contribution)	1,668	20016
ESI (Company Contribution)	592	7098
Gratuity	667	8006
Bonus	2780	33360
<b>D. Total</b>	<b>5707</b>	<b>68480</b>
<b>CTC(A+C+D)</b>	<b>31,907</b>	<b>382,880</b>

For Motor World Private Limited

For   
**Joseph Antony**  
 Head - Human Resources



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MWL:HRD:009404

19-08-2024

Miss. Nithya S R  
Mandiganahalli, No 38 B  
Mandiganahalli, Krishnarajanagar Taluk  
Hosa Agrahara, Bangalore Urban District, 0

**LETTER OF APPOINTMENT****Dear Miss. Nithya S R,**

With reference to your application and the subsequent interview, we are pleased to offer you employment with us as **MANAGEMENT TRAINEE** on the following terms and conditions.

1. You will be paid a basic salary of Rs.7000/- per month and the Variable Dearness Allowance as applicable under the Minimum Wages Act and Rules. The Variable Dearness Allowances currently applicable to the employees at Nandi Toyota - Hosur Road, Bangalore where you are being posted for duties is Rs.6900/- approx. per month.
2. You will be on probation for a period of one year. Your services are liable for termination without assigning any reason or notice or payment in lieu of notice if your services are found not to our entire satisfaction. Your probationary period is also liable to be extended at the discretion of the management.
3. You will continue to remain on probation until your appointment is either terminated or confirmed and such termination or confirmation is intimated to you in writing.
4. You will be eligible to be paid the following allowance per month

House Rent Allowance	: Rs.1000/-
Conveyance Allowance	: Rs.8000/-
Medical Allowance	: Rs.1000/-
City Compensatory Allowance	: Rs.1000/-
Transport Allowance	: Rs.1300/-

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5. You will be eligible to be covered by statutory requirements like Provident Fund, Family Pension Schemes, Employees State Insurance, Bonus which are prevailing in this organization.
6. You will be entitles to leaves as per Company's rules governing the same.
7. Your services are liable to be transferred to any locations of our orgainzation in India.
8. During your service with us you will be required to carry out all instructions as may be assigned to you by the company management from time to time.
9. You will retire from the services on reaching the age of 60 years. Your date of birth will be reckoned as recorded in your School Leaving Certificate.
10. You will abide by the rules of discipline, general conduct and other terms of service prevailing in the company whether expressed or implied. You are also liable to accept changes in your duties if we find such changes are necessary in the interest of our business.
11. If you are willing to accept the appointment in terms of this letter you may report for duties on **19/08/2024** at 9 AM at our Nandi Toyota - Hosur Road, Bangalore where you will be posted for your duties for the time being.
12. A duplicate copy of this letter of appointment may be signed and returned to us in token of your acceptance of this appointment on the terms and conditions stated herein.

**For Motor World Pvt. Ltd****CHIEF HUMAN RESOURCES OFFICER.**



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August 16<sup>th</sup> 2024

Private & Confidential  
Nandi/HRD/OL/ 9355

To,  
Ms. Apoorva K V  
#662 Behind Eshwara,  
Temple South Bank,  
KR Sagara.

Sub: Offer of Employment at Motor World Private Limited (Nandi Toyota)

Dear Apoorva,

It was a pleasure interacting with you to consider you for an employment with Nandi Toyota. Based on the interview and the subsequent discussion we had with you, we are pleased to offer you the position **Management Trainee** in our company as per the terms and conditions discussed with you in the meeting. The detail of your salary and Cost to Company (CTC) is mentioned in the enclosed annexure.

This offer will remain valid **August 19<sup>th</sup> 2024**. You are requested to produce all necessary documents which is mentioned in the enclosed annexure and should report at 9.00 A.M on date of joining. Please sign and return the duplicate copy of this letter to us as a token of your acceptance of this offer

We look forward to having you on board!

Sincerely,

For Motor World Private Limited,

*Joseph Antony*  
for Joseph Antony  
Head - Human Resources  
(9900590766)



*Apoorva K.V*  
*19/08/2024*



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MWL:HRD:009396

19-08-2024

Mr. Akash E  
2/167,road Street,velanandhal  
Pallagachcheri, Viluppuram  
Viluppuram, Villupuram, 606206

### LETTER OF APPOINTMENT

Dear Mr. Akash E,

With reference to your application and the subsequent interview, we are pleased to offer you employment with us as **MANAGEMENT TRAINEE** on the following terms and conditions.

1. You will be paid a basic salary of Rs.7000/- per month and the Variable Dearness Allowance as applicable under the Minimum Wages Act and Rules. The Variable Dearness Allowances currently applicable to the employees at Nandi Toyota - Hosur Road, Bangalore where you are being posted for duties is Rs.6900/- approx. per month.
2. You will be on probation for a period of one year. Your services are liable for termination without assigning any reason or notice or payment in lieu of notice if your services are found not to our entire satisfaction. Your probationary period is also liable to be extended at the discretion of the management.
3. You will continue to remain on probation until your appointment is either terminated or confirmed and such termination or confirmation is intimated to you in writing.
4. You will be eligible to be paid the following allowance per month

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5. You will be eligible to be covered by statutory requirements like Provident Fund, Family Pension Schemes, Employees State Insurance, Bonus which are prevailing in this organization.
6. You will be entitles to leaves as per Company's rules governing the same.
7. Your services are liable to be transferred to any locations of our orgainzation in India.
8. During your service with us you will be required to carry out all instructions as may be assigned to you by the company management from time to time.
9. You will retire from the services on reaching the age of 60 years. Your date of birth will be reckoned as recorded in your School Leaving Certificate.
10. You will abide by the rules of discipline, general conduct and other terms of service prevailing in the company whether expressed or implied. You are also liable to accept changes in your duties if we find such changes are necessary in the interest of our business.
11. If you are willing to accept the appointment in terms of this letter you may report for duties on **19/08/2024** at 9 AM at our Nandi Toyota - Hosur Road, Bangalore where you will be posted for your duties for the time being.
12. A duplicate copy of this letter of appointment may be signed and returned to us in token of your acceptance of this appointment on the terms and conditions stated herein.

**For Motor World Pvt. Ltd****CHIEF HUMAN RESOURCES OFFICER.**

Date: 23 Mar 2024  
Location: BANGALORE

<b>CTC Annexure</b>				
<b>Emoluments for the grade of Assistant Manager for Vishwas N</b>				
<b>COMPENSATION</b>	<b>P.A. (Rs)</b>		<b>P.M. (Rs)</b>	
Basic	1,02,864		8,572	
Basket of Allowance	1,74,232		14,519	
Bank's PF Contribution	21,600		1,800	
Gratuity *	4,948		412	
Location Pay	25,716		2,143	
Statutory Bonus	16,800		1,400	
<b>Fixed Pay</b>	<b>3,46,160</b>		<b>28,847</b>	
<b>Benefits:</b>				
Group Mediciam Policy and Term Life Insurance	14,270		-	
Loan Benefits	69,084		-	
<b>Total Fixed Pay + Value of Benefits</b>	<b>4,29,514</b>		<b>-</b>	
<b>Location Pay</b> is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.				
<b>Details of Benefits</b>				
<b>Loan Benefit Eligibility</b>				
<b>Type of Loan</b>	<b>Eligibility</b>	<b>Loan Amount (in Rs.)</b>	<b>Rate of Interest</b>	<b>Remarks</b>
<b>Housing Loan</b>	Upon Confirmation	20,00,000	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
<b>Vehicle Loan</b>	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.
<b>Note: Loan benefits cannot be encashed if not availed.</b>				
<b>Insurance Details</b>				
<b>Type of Insurance</b>	<b>Insurance Cover (in Rs)</b>		<b>Remarks</b>	
<b>Group Mediciam Insurance Policy</b>	4,00,000		Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.	
<b>Group Term Life Insurance Policy</b>	50,00,000		Only employee is covered, a part of the annual premium is borne by the employee	
The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.				
The Group Term life insurance cover includes entitlement under the Employee Care Benevolent Fund, for which the requisite annual contribution will be deducted from your first salary. You shall be covered under the fund scheme until your active employment status in the Bank. An ex-gratia amount will be payable to the nominee/ legal heir in the event of death (accidental/ natural) of the employee				
<b>Mobile Benefit</b>				
You will be eligible for mobile reimbursement (Including Data Service) as per company policy.				
<b>Gratuity *</b>				



You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.	
<b>Provident Fund</b>	
The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.	
<b>Voluntary Provident Fund (VPF)</b>	
The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.	
<b>Other Benefits</b>	
<b>Variable Pay / Annual Incentive Plan (as may be applicable)</b>	Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance. Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable.