To, Mr. G. Mahesh Babu, Tel No.8050451879

Dear Mahesh,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	21,500	2,58,000
House Rent Allowance	:	1,400	16,800
Additional HRA	:	3,000	36,000
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	:	43,000	5,16,000

Regards, Jaro Education

Sushant Mallya Sr.Manager – Human Resource

I agree to the above and attached terms & conditions ______Dated_____



To, Mr. Faizan Ahmed, Tel No.8867732855

Dear Faizan,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	21,500	2,58,000
House Rent Allowance	:	1,400	16,800
Additional HRA	:	3,000	36,000
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	:	43,000	5,16,000

Regards, Jaro Education

Sushant Mallya Sr.Manager – Human Resource

I agree to the above and attached terms & conditions ______Dated_____



Microsoft India (R&D) Pvt. Ltd Prestige Ferns Galaxy Survey No, 7/1, 7/2 & 8/1A Ambalipura Village, Varthur Hobli Outer Ring Road, Bengaluru 560103 Tel + 91 8061772000 http://www.microsoft.com/india



To

Ragi Bhatt Presidency University,

Dear Ragi Bhatt,

Sub: Preliminary offer of employment

Further to our discussions, Microsoft India (R & D) Pvt Ltd., is pleased to offer you the role of **Support Engineer** on the following terms, and subject to Company' policies in this regard:

- a. Your total base salary will be **INR 7,40,000** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances:
 - (i) <u>Basic Salary</u>: Your basic salary will be **INR 349,280** per annum and is 47.2% of the base salary.
 - (ii) <u>Allowances</u>: You shall be entitled a sum of **INR 390,720** per annum (52.8% of the base pay) towards allowances.
- b. Stock Award of **USD \$1200** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2001 Stock Plan.
- c. Performance Based Bonus will be between **0-20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification

Please note that this is a preliminary offer letter, post your acceptance and subject to the conditions above, you will receive a final offer letter closer to the joining date.

Your employment will be subject to the terms of this preliminary offer letter, the final offer letter and the policies of the Company.

Please indicate your acceptance of the above, by signing and delivering a copy of this letter to the undersigned on or before the Date: **15-July-2019**

Yours Sincerely,	l Agree
For Microsoft India (R & D) Pvt. Ltd	
Dive	
Authorized Signatory	Name, Signature & Date

Signature of candidate

Microsoft India (R&D) Pyt. Ltd

Registered Office: 807, New Delhi House, Barakhamba Road, New Delhi-110001.

CIN: U74140DL2005PTC134963

Microsoft India (R&D) Pvt. Ltd Prestige Ferns Galaxy Survey No, 7/1, 7/2 & 8/1A Ambalipura Village, Varthur Hobli Outer Ring Road, Bengaluru 560103 Tel + 91 8061772000 http://www.microsoft.com/india



To

Pooja Reddy Presidency University,

Dear Pooja Reddy,

Sub: Preliminary offer of employment

Further to our discussions, Microsoft India (R & D) Pvt Ltd., is pleased to offer you the role of **Support Engineer** on the following terms, and subject to Company' policies in this regard:

- a. Your total base salary will be **INR 7,40,000** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances:
 - (i) <u>Basic Salary</u>: Your basic salary will be **INR 349,280** per annum and is 47.2% of the base salary.
 - (ii) <u>Allowances</u>: You shall be entitled a sum of **INR 390,720** per annum (52.8% of the base pay) towards allowances.
- b. Stock Award of **USD \$1200** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2001 Stock Plan.
- c. Performance Based Bonus will be between **0-20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification

Please note that this is a preliminary offer letter, post your acceptance and subject to the conditions above, you will receive a final offer letter closer to the joining date.

Your employment will be subject to the terms of this preliminary offer letter, the final offer letter and the policies of the Company.

Please indicate your acceptance of the above, by signing and delivering a copy of this letter to the undersigned on or before the Date: **15-July-2019**

Yours Sincerely,	l Agree
For Microsoft India (R & D) Pvt. Ltd	
Durch	
Authorized Signatory	Name, Signature & Date

Signature of candidate

Microsoft India (R&D) Pyt. Ltd

Registered Office: 807, New Delhi House, Barakhamba Road, New Delhi-110001.

CIN: U74140DL2005PTC134963

Microsoft India (R&D) Pvt. Ltd Prestige Ferns Galaxy Survey No, 7/1, 7/2 & 8/1A Ambalipura Village, Varthur Hobli Outer Ring Road, Bengaluru 560103 Tel + 91 8061772000 http://www.microsoft.com/india



To
Sivva Rahul Sai
Presidency University,

Dear Sivva Rahul Sai,

Sub: Preliminary offer of employment

Further to our discussions, Microsoft India (R & D) Pvt Ltd., is pleased to offer you the role of **Support Engineer** on the following terms, and subject to Company' policies in this regard:

- a. Your total base salary will be **INR 7,40,000** per annum, payable monthly in arrears. The base salary has two components, (a) Basic and (b) Allowances:
 - (i) <u>Basic Salary</u>: Your basic salary will be **INR 349,280** per annum and is 47.2% of the base salary.
 - (ii) <u>Allowances</u>: You shall be entitled a sum of **INR 390,720** per annum (52.8% of the base pay) towards allowances.
- b. Stock Award of **USD \$1200** in Microsoft Corporation, USA, under and subject to the Microsoft Corporation 2001 Stock Plan.
- c. Performance Based Bonus will be between **0-20%** of your base annual pay and will be subject to the terms of the company's performance bonus plan.

The Company's offer / your employment with the Company is conditional upon and subject to the conclusion and positive outcome of the Company's Background Verification Process. The offer can be withdrawn and revoked by the Company at any time in the event of an unsatisfactory outcome of the background verification

Please note that this is a preliminary offer letter, post your acceptance and subject to the conditions above, you will receive a final offer letter closer to the joining date.

Your employment will be subject to the terms of this preliminary offer letter, the final offer letter and the policies of the Company.

Please indicate your acceptance of the above, by signing and delivering a copy of this letter to the undersigned on or before the Date: **15-July-2019**

Yours Sincerely,	l Agree
For Microsoft India (R & D) Pvt. Ltd	
Dive	
Authorized Signatory	Name, Signature & Date

Signature of candidate

Microsoft India (R&D) Pyt. Ltd

Registered Office: 807, New Delhi House, Barakhamba Road, New Delhi-110001.

CIN: U74140DL2005PTC134963



Appointment Letter

Date :January 03, 2019

To

Mr.Piduguralla Jason Gilchrist House No.8-57/3B, Railway Station Road, Piduguralla, Guntur-522413

Dear Mr. Piduguralla Jason Gilchrist,

We are pleased to offer you the position of Software Engineer at Nviera Technologies Pvt Ltd., The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Nviera deliver top-notch solutions through constant innovation.

With best wishes and regards,

Kishore K V Director

Date: January 3, 2019

Enclosure: Appointment Letter

NVIERA/OFFER/0027

Date: January 03, 2019

Bangalore Bangalore

Appointment Letter

Dear Mr. Jason,

Withreferenceto your application for employment and subsequent interview/discussions, we are pleased to offer you employment with Nviera Technologies Pvt Ltd., on the below terms and conditions.

Date and Place of Posting

You will be required to join **Nviera Technologies Pvt Ltd**., on or before **June 01, 2019**. You shall be initially posted at our office located at #19, 1st floor, 1st cross, P & T Colony, R.T Nagar Police Station, Bengalure-560032.

Designation

You will be designated as Software Engineer

Salary & Benefits

Your Total Compensation(TC)will be INR 2,40,000/- (Rupees Two lakh forty thousand only) per annum. Please refer Annexure A for details.

Job Responsibilities

You will be expected to perform as per the duties that may be assigned to you from time by authorized representatives of the Company.

Medical Fitness

By accepting this appointment letter, you automatically declare that your existing health condition or medical history does not in any manner deem you until for the nature work for which you are being offered this employment.

In the event of any deviation to the same, the Company will reserve theright to terminate your services. The Company also reserves the right to ask you to undergo any medical test, as may be deemed necessary from time to time.

Transferability & Travel

Your services can be transferred/deputed from one job to another, one department to another, from one Company to another subsidary or sister Company in the Group anywhere in India and abroad whether existing or likely to come in existence at any time in future.

During the course of business you would be required to undertake business travel. You will be required to undertake travel within the country or abroad on company work and you will be paid travel expenses for this as per the Travel Policy applicable to Nyiera Technologies Pvt Ltd.

Hours of Work

Your working hours will be governed by applicable law and policies applicableto Nviera Technologies Pvt Ltd. The company reserves the sole discretion to revise the same from time to time. You will be governed by the working hours and holidays, applicable based on your place of work, role and on-going business requirements. Depending on business needs, you will be required to work in rotating shifts – the same will be communicated to you in advance through the authorized representatives of the company.

Leave

You will be entitled to paid leave as per the existing policy applicable to Nviera Technologies Pvt Ltd. All leaves shall require prior approval of the authorized person. But in case you have to take a leave under unforseen circumstances for which prior approval was not possible, immediate information through mail or telephone will be required to be sent to the sanctioning authority. In case you fail to do so, management will have the right to take appropriate disciplinary action.

Read, Understood & Accepted

Bangalore Land Address of the Control of the Contro

Nviera Confidential

REGISTRAR

Retirement

You will automatically retire from the services of the Company on attaining the age of 58 yrs or earlier, for physical or mental disability or infirmity or in case of your contracting a disease which is infectious or contagious and detrimental to others health or for continued ill health, duly certified by the Registered Medical Practioner as prescribed by the Company.

Relinquishing Service

In case you absent yourself from duty for seven (7) consecutive calendar days or more without prior permission/sanction you shall be deemed to have left and relinquished the service on your own and such relinquishment of service shall be deemed as a repudiation of the contract of employment by you. The Company reserves the right to take disciplinary action as deemed necessary.

Separation

The employment can be terminated by giving three months formal notice by either side or salary (defined as basic plus FEP) inlieu of. This will be subject to complete and formal handover of all assignments proper transitioning and knowledge transfer, submission of company documents/classified information (ifany), sussessful completion of all ongoing activities and formal relieving as per company's guidilines.

Incomplete process compliance to the same has a likely negative business, consequences, and adversely impacts internal planning, opportunity cost and on many occasions affects customer deliveries and business image. In such situations Company reserves the right to initiate strictest disciplinary/Legal action if required.

In an event of breach of trust, confidentiality, willful misconduct or gross negligence on your part or any other bonafide reason the company may terminate your services with immediate effect, without any notice or compensation in lieu thereof.

Tax

The Company will make income tax deductors, as per the applicable taxation rules. All requirments, under taxation laws, including filling of income tax returns regarding your remuneration, are and shall remain your responsibility and will have to be borne by you. The Total Compensation is inclusive of ny incidence of fringe benefit tax, terms of which will be defined by the Company, if needbe.

Intellectual Property Rights, Non Disclosure Agreement, Confidential Agreement and Other General Terms of Employment
You will be subjected to Nviera Technologies Pvt Ltd., policies in respect to intellectual Property Rights, including the ownership
and assignment in favor of Company; Non-Disclosure of Confidential information and other General terms of employement.
On the date of your joing, you will be required to sign undertakings applicable to Intellectual Property Rights, Non-Disclosure of
Confidential information Agreement, Code of Conduct, Data Security and Information Security.

You also understand that your obligations under these clauses shall survive termination of this Agreement for any reasons whatsoever, and continue to be binding after the termination of this Agreement.

You will be governed by the policies and processes as may be applicable to Nviera Technologies Pvt Ltd., from time to time. You will be expected to keep yourself apprised of any changes in the applicable policies and process. You will be expected to undergorefresher programs as per the frequency defined by the Company or on an ad-hoc basis, as the case may be Ignorance shall not be pleaded as an excuse for violation of all or any part of the same.

OtherDetails

Your appointment is based on your representation regarding your qualification and experience during your interview, which the Company has relied upon. The Company reserves the right to conduct your reference, background check, criminal vertication, drug check, etc., at any point before or after your formal joining with the Company. You also authorize the Company to use your personal and offical details for any internal purposes as required by the company to meet its reasonable and fair business needs. In case of any violation of Company norms/policies, and, or any discrepancy in the statement of facts, the Company reserves the right to take disciplinary action against you, including termination of services.

Nviere GIRAB and Tabistrar

Please note that the Company will not be liable to honorany commitments made including but not limited to future salary increases and/or promotion to any new or existing employee by anybody in the Complany or externally, either formally or informally, unless the same is confirmed by an authorized signatory of the Company in writing. An authorized signatory here would mean either someone who has signed this Offer Letter or someone higher than the signatory in the Ḥuman Resources hierarchy in the Company. Any such written commitments given, if any, will need to be issued as a separate addendum on the Company letterhead for such a commitment to be treated as valid.

Declaration

You understand that your appointment will be subject to the verificatin of your credentials, testimonals and other particulars mentioned by you in your personal data form. In case it comes to the notice of the management that the particulas given in your appliaction are wrong, your appointment shall be deemed automatically cancelled irrespective of whether you have joined the Company or you are likely to join the services of the Company. In case you have joined the Company you shall be liable to be discharged from the service forthwith.

This offer of appointment shall be effective from date you join your duties at Nviera Technologies Pvt Ltd.,

Joining Details

On the date of joining please report to HR Department on the day of your joining at our Office, at #19, 1st floor, 1st cross, P & T Colony, R.T Nagar Police Station, Bengalure-560032.

You are requested to carry the following documents in original and one photocopy at the time of joining. Originals are meant for verfication only and photocopy for Company's records.

- 1. Graduation, Post Graduation and other Certificateand marksheets
- 2. Relieving letter/Experience Certificate and Salary slip from last two(2) employers
- 3. Four (4) passport size photographs
- 4. Pan Card copy
- 5. Passport copy

In the absence of any of the above documents, your joining will be deferred till the date on which all these documents are submitted.

Nviere Confidence Transistration

Bangalore

Validity of Appointment Letter

You are required to provide acceptance of the appointment letter, in writing within three (3) days of receipt of this document. If you fail to provide your acceptance and / or do not join within the stipulated time, this appointment letter shall stand automatically withdrawn.

The company will not be liable to honour any commitment made including but not limited to future salary increases and/or promotion to any new joinee or existing employee by anybody in the organization or extranally, either formally or informally, unless the same is confirmed by an authorized signatory of the Company in writing. An Authorised signatory here would mean either someon who has signed this offer letter or someone higher than the signatory in the HR hierarchy in the company. Any such written commitments given, if any, will need to be issued as a separate addendum on the company letterhead for such a commitment to be treated as valid.

Please sign the duplicate copy of the appointment letter as token of your acceptance.

Thanking you,

Yours truly,

For Nviera Technologies Pvt Ltd

Kishore K V Director

Date:January 3, 2019

Nvi RECOSTRAB magistra

MOLOGIES

Bangalore

Annexure A **Compensation Structure** Piduguralla Jason Gilchrist Designation: Software Engineer

Components of Emoluments	Monthly (INR)	Annual (INR)
Basic	8000	96000
DA	2000	24000
HRA	5000	60000
Conveyance	1000	12000
Medical Allowance	1000	12000
Special Allowance	3000	36000
Total Cost to Company (TCTC)	20000	2,40,000

I, Piduguralla Jason Gilchristhave read the terms and conditions mentioned in Annexure A. I understand and accept the same without anyreservation.

Name	Mr. Piduguralla Jason Gilchrist
Signature	
Date	
Place	

Read, Understood & Accepted

Nviera Confidential

BangalozREGISTRAR



Offer: Computer Consultancy

Ref: TCSL/DT20184639712/Bangalore

Date: 09/10/2018

Mr. Vinod N 611st Cross, R.T Nagar, Bengaluru-560032, Karnataka. Tel# 91-7019680592

Dear Vinod N,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/-being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium Basic premium for self, spouse and three children is entirely borne by TCSL,

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
 You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- -An affidavit/notarised undertaking stating:
- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university
- *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan

Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits and Gross Salary

Annexure 2: List of TCSL Centres

Annexure 3: Confidentiality and IP Terms



<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter

TCS Confidential TCSL/DT20184639712



GROSS SALARY SHEET

Annexure 1

Name	Vinod N
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

[#] Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

^{*} Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

^{**}The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

^{***} For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.



Annexure 2

Regional Offices

Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601 Chennai Lead - Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram,	Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114 Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001
Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax: 033 - 6653 0003
Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107	Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

- (a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- (b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.
- (c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- (d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

TCS Confidential TCSL/DT20184639712

TATA CONSULTANCY SERVICES

REGISTRAR



sesa goa iron ore

Name: Aparna Dasgripta Dear Mr/Ms: Aparna

Date: 22 nd Nov 18

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

Authorized Signatory

VEDANTA LIMITED

Sesa Goa Iron Ore: Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa - 403 001, India T+91 0832 2460600 | Website: www.sesagoaironore.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra Livie GSTRAR CIN: L13209MH1965PLC291394



Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 22/11/2018

Name Aparna Do	regupta
Company / Business Unit	Vedanta Limited
Position / Title	Graduate Engineer Trainee
Training Period	6 Months
Probation Period	6 Months (M7)
Confirmation	Post 12 months

Compensation Scheme

I. Total Target Remuneration from Date of Joining

#	Particulars	Amount (INR) Per Annum	Notes		
ı	Basic	1,67,700	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.		
II	House Rent Allowance ("HRA")	67,080	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.		
III	Personal Allowance	1,52,218	Personal Allowance is paid on a monthly basis. Thi element has no linkage to any component o compensation / retirals. Subject to tax.		
IV	Statutory Bonus	33,540	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.		
v	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred or purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.		
VI	Conveyance Allowance ("CA")	19,200	Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1600 /- per month.		

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com



Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001 CIN: L13209GA1965PLC000044



#	Particulars	Amount (INR) per annum	Remarks	
VII	Vehicle Maintenance Allowance	21,600	Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.	
VIII	Leave Travel Allowance ("LTA")	13,975	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday.	
ıx	Medical	15,000	Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum is not treated as a taxable perquisite upon submission of bills.	
x	Provident Fund ("PF")	20,124	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.	
ХI	Gratuity	8,063	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.	
XII	14,500 policy. Coverage as per floating		Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. This component is not cashed out.	
XII	Personal Accident Insurance	5,000	Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. This component is not cashed out.	
Five	d Pay	5,50,000	Sum of all above	

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India T +91 124 4593000 | Website: www.sesasterlite.com





Total Target Remuneration	7,95,000	Nil INR 1.17 L INR 2.45 L INR 3.5 L Minimum Threshold Target Stretched	
Target Annual Performance Pay	2,45,000	The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financia year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout or completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions

- 1. 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited

Name: H.Ś. Sidhu

Designation: Chief People Officer- IOB

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com





Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

- 1. Physical Examination, vision, eye (color blindness test), dental check up
- 2. HB. WBC total & Diff Count
- 3. ESR
- Blood Sugar AC & PC
- 5. Fasting Lipid Profile
- 6. Ser. Creatinine
- 7. LFT
- 8. Urine Routine Exam
- 9. Chest X-ray PA View
- 10. ECG & TMT
- 11. Audiometry and Spirometry
- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.

Authorized Signatory

REGISTRAR REGISTRAR

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com



April 22, 2019

Dhareppa Mahaveer Sasalatti #1229, S/o: Mahaveer Sasalatti, A/p: Saptasagar, Tq: Athani, Dist: Belgaum 591304, India

Dear Dhareppa,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Dhare ppa, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1**, **2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26**, **2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Nantami

Senior Director of HR Operations and Technology



ACCEPTANCE

I, Dhareppa Mahaveer S	salatti, have carefully read and understand all the terms & co	onditions
employment verification a	letter including that relating to satisfactory reference & nd hereby affix my signature as a token of consent and d undertake to report to work at	
VeriFone India Technolog	Pvt. Ltd. on, 2019	
Signature		



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CONFIDENTIAL
Your annualized Compensation & Benefits statement		
This is your personalised Compensation & Benefts statement. Incose you have any clorifications to seek, pleas	se pontact vour HR Manager.	
Certain items have national posts bosed on prevailing morket practice.		
Dhareppa Mahaveer Sasalatti	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & DA	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)		
Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum		800,000
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.c. towards celebration of a special event such as birthday of Executive Health Check Up ***	rwedding anniversary	
Executive health check up can be availed at identified haspitals		

Executive health check up can be availed at identified hospitals

Annual Premium for Hospitalization Insurance 🛰

Accident Insurance Coverage 🛰

Work/Lite balance benefits **

Such as Higher education assistance, wedding assistance, Poternity/Moternity Leaveletc

Reimbursement of petrol expenses (res off res) or Bus pass

If an employee owns & uses blyehide Rs. 7.30 for 4 whit / Rs. 3.00 for 2 whire

If an employee uses bus. Bus Pass Reimbursement will be paid on octual.

Reimbursement of 90% of tuition fees for higher education

Higher aducation approved by the company \$ 10 days study leave/year

Reimbursement of telephone rental & call charges need based

As per company quidelines

Adoptian Benefits

8 days leave with pay & benefits and reimbursement of legal adaption expenses, subject to a max, of Tis 10,000 per child & upto a max, of 2 children

All remuneration payments will be subject to deductions required by law including deductions in respect of tax and such other deductions and/or contributions as shall be required to be made pursuant to applicable laws.



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)		Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- 1. Employees will be eligible to select a package of benefits for one year from the menu of benefits (to be annexed) to this scheme. The selection of benefits must be done & communicated to the Payroll group in the month of April every year. All new employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the services of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





sesa goa iron ore

Name: Pushkas Sanjay Pohekas Dear Mr/Ms: Pushkas

Date: 22 hd Nov 18

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

Authorized Signatory

VEDANTA LIMITED

Sesa Goa Iron Ore: Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa - 403 001, India T+91 0832 2460600 | Website: www.sesagoaironore.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra, India REGISTRAR CIN: L13209MH1965PLC291394



Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the

Date: 22/11/2018

Prulikas Caria Palasa	
Vedanta Limited	
Graduate Engineer Trainee	
6 Months	
6 Months (M7)	
Post 12 months	
	Vedanta Limited Graduate Engineer Trainee 6 Months 6 Months (M7)

Compensation Scheme

I. Total Target Remuneration from Date of Joining

#	Particulars	Amount (INR) Per Annum	Notes
ı	Basic	1,67,700	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
11	House Rent Allowance ("HRA")	67,080	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation HRA is calculated at 40% of the Basic pay. HRA is a allowance and is subject to income tax. Th exemption on HRA is covered under Section 10 (13A of the Income Tax Act and Rule 2A of the Income Ta Rules.
III	Personal Allowance	1,52,218	Personal Allowance is paid on a monthly basis. This element has no linkage to any component o compensation / retirals. Subject to tax.
IV	Statutory Bonus	33,540	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
v	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
VI	Conveyance Allowance ("CA")	19,200	Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1600 /- per month.

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.) DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India T +91 124 4593000 | Website: www.sesasterlite.com

amie REGISTRAR

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001 CIN: L13209GA1965PLC000044



-	# Particulars	Amount (INR) pe	r Remarks
_	/II Vehicle Maintenance Allowance	21,600	Vehicle Maintenance Allowance is paid on a monthl basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.
VI	II Leave Travel Allowance ("LTA")	13,975	Leave Travel Allowance is a reimbursement for trave within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday.
IX	Medical	15,000	Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum is not treated as a taxable perquisite upon submission of bills.
x	Provident Fund ("PF")	20,124	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
ΧI	Gratuity	8,063	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
XII	Mediclaim Policy		Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. This component is not cashed out.
aı	Personal Accident Insurance		Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. This component is not cashed out.
xed	Pay	5,50,000	um of all above

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com





Target Annual Performance Pay	2,45,000	measures will be done on completion of the finance year (April – March). The plan and payout is linked achievement of business and individual targets. Fit year payout will be pro-rated basis date of joint and an individual would be entitled to payout completion of minimum one year of tenure with the organization. This policy is subject to manageme discretion and can be revised from time to time payout is subject to tax. Nil INR 1.17 L INR 2.45 L INR 3.5 L Minimum Threshold Target
		The objective of Performance Pay Scheme is incentivize employees to achieve spe Group/Business and/or financial and strat predetermined goals, within the Group's/Business appetite. The evaluation on the performancesures will be done.

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax

Other terms & conditions

- 1. 100% compliance of company's rules, regulations, code of conduct and Group Values
- 2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- 3. In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited

Designation: Chief People Officer- IOB

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.) DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India T +91 124 4593000 | Website: www.sesasterlite.com

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001 CIN: L13209GA1965PLC000044





Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our

- Physical Examination, vision, eye (color blindness test), dental check up
- 2. HB. WBC total & Diff Count
- 3. ESR
- Blood Sugar AC & PC
- Fasting Lipid Profile
- 6. Ser. Creatinine
- 7. LFT
- Urine Routine Exam
- 9. Chest X-ray PA View
- 10. ECG & TMT
- 11. Audiometry and Spirometry
- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.

Authorized Signatory

REGISTRAR

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.) DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India T +91 124 4593000 | Website: www.sesasterlite.com

To, Mr. Nikith Muralidhar, Tel No.8197977940

Dear Nikith,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount	in Rupees.)
		Per Month	Per Annum
Basic Salary	:	21,500	2,58,000
House Rent Allowance	:	1,400	16,800
Additional HRA	:	3,000	36,000
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	:	43,000	5,16,000

Regards, Jaro Education

Sushant Mallya Sr.Manager – Human Resource

I agree to the above and attached terms & conditions ______Dated_____





sesa goa iron ore

Name: Edwin Calon Mathew

Date: 22 11 2018

Dear Mr/Ms: Edun

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

Authorized Signatory

VEDANTA LIMITED

Sesa Goa Iron Ore: Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa - 403 001, India

T+91 0832 2460600 | Website: www.sesagoaironore.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra AREGISTRAR



Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 22/11/2018

Name	Edwin Eabin Mathew
Company / Business Unit	Vedanta Limited
Position / Title	Graduate Engineer Trainee
Training Period	6 Months
Probation Period	6 Months (M7)
Confirmation	Post 12 months

Compensation Scheme

I. Total Target Remuneration from Date of Joining

Fixe	Fixed Pay				
#	Particulars	Amount (INR) Per Annum	Notes		
ī	Basic	1,67,700	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.		
II	House Rent Allowance ("HRA")	67,080	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.		
Ш	Personal Allowance	1,52,218	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.		
IV	Statutory Bonus	33,540	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.		
v	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.		
VI	Conveyance Allowance ("CA")	19,200	Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1600 /- per month.		

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com





#	Particulars	Amount (INR) per annum	Remarks
VII	Vehicle Maintenance Allowance	21,600	Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.
VIII	Leave Travel Allowance ("LTA")	13,975	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday.
IX	Medical	15,000	Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum is not treated as a taxable perquisite upon submission of bills.
x	Provident Fund ("PF")	20,124	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
ΧI	Gratuity	8,063	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
XII	Mediclaim Policy	14,500	Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. This component is not cashed out.
XII	Personal Accident Insurance	5,000	Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. This component is not cashed out.
Fixed	Pay	5,50,000	Sum of all above

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India T +91 124 4593000 | Website: www.sesasterlite.com





Total Target Remuneration	7,95,000	Stretched
Target Annual Performance Pay	2,45,000	The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax. Nil INR 1.17 L INR 2.45 L INR 3.5 L Minimum Threshold Target

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions

- 1. 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited

Name: H.S. Sidhu

Designation: Chief People Officer- IOB

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com

REGISTRAR REGISTRAR



Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

- 1. Physical Examination, vision, eye (color blindness test), dental check up
- 2. HB. WBC total & Diff Count
- 3. ESR
- 4. Blood Sugar AC & PC
- Fasting Lipid Profile
- 6. Ser. Creatinine
- 7. LFT
- 8. Urine Routine Exam
- 9. Chest X-ray PA View
- 10. ECG & T M T
- 11. Audiometry and Spirometry
- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.

Authorized Signatory

REGISTRAR REGISTRAR

Vedanta Limited (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India
T +91 124 4593000 | Website: www.sesasterlite.com



23 July 2019

Sruthi Adithian Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

PRIVATE AND CONFIDENTIAL

Employment Offer Letter and Terms and Conditions of

Employment Dear Sruthi,

We are pleased to offer you employment with PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited ("Company") in the position of Specialist in our Service Delivery Center ("SDC") Bangalore office. Your work location will be Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park. You will be notified about the person you will be reporting to shortly after you have accepted this offer. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be on or before 5 Aug, 2019.

Annual Compensation: You are being offered a total annual compensation Rs.3,99,575/-(inclusive of standard company benefits) Three Lakh Ninety Nine Thousand Five Hundred and Seventy Five Only. The details of the Annual Compensation being offered to you are as follows:

a. Benefits: In addition to the annual cash compensation, you will be eligible for company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. In addition to the current hospitalization insurance benefits, you will now be included in an annual executive health check- up plan provided by the insurance company. As per the executive health check-up plan, every employee is eligible for a free annual health check-up which contains a series of tests.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

Sruthi, we are excited about having you join us. On behalf of the PwC SDC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact **Preetha Pathiyil**, **preetha.pathiyil@pwc.com**.

Yours truly.

For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Vaishali

Pachchhapurkar

Director - Human

Capital

I, Sruthi Adithian (C000000875036), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:

Date

REGISTRAR REGISTRAR



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Govardhan H,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Govardhan H Associate Property Advisor Sales		
	Designation			
	Department			
	Date of Joining 10th Febr		uary 2020	
	CATEGORY	INR – Monthly	INR – Annual	
	Fixed Compensation			
	Basic Salary	6,600	79,200	
	House Rent Allowance	5,500	66,000	
Α	Conveyance Allowance	800	9,600	
	Medical Reimbursement	1,250	15,000	
	Children Education Allowance	2,000	24,000	
	Special Allowance	4,741	56,892	
	Subtotal I / Gross Pay	20,891	2,50,692	
	Professional tax	200	2,400	
В	PF Employer	792	9,504	
A-B	Net Salary	19,899	2,38,78	
	Benefits			
С	PF Employee	792	9,504	
	Gratuity	317	3,804	
	SubTotal II	1,109	13,308	
Total A + C	Cost to the Company	22,000	2,64,000	
	Performance Enhanced Incentives	15,000*	1,80,000*	

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK				
	Name	Govardhan H Associate Property Advisor Sales		
	Designation			
	Department			
	Date of Joining	10th February 2020	0	
	CATEGORY	INR – Monthly	INR – Annual	
	Fixed Compensation			
	Basic Salary	7,500	90,000	
	House Rent Allowance	6,250	75,000	
Α	Conveyance Allowance	800	9,600	
	Medical Reimbursement	1,250	15,000	
	Children Education Allowance	2,000	24,000	
	Special Allowance	3,540	42,480	
	Subtotal I / Gross Pay	23,740	2,84,880	
	Professional tax	200	2,400	
В	PF Employer	900	10,800	
A-B	Net Salary	22,640	2,71,680	
Benefits				
С	PF Employee	900	10,800	
	Gratuity	360	4,320	
	SubTotal II	1,260	15,120	
Total A + C	Cost to the Company	25,000	3,00,000	
	Performance Enhanced Incentives	15,000*	1,80,000*	

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Gunashree J,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Gunashree J	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

Fixed Compensation		COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
Department Date of Joining 10th February 2020		Name	Gunashree J	
Date of Joining		Designation	Associate Property	/ Advisor
CATEGORY INR - Monthly INR - And		Department	Sales	
Fixed Compensation		Date of Joining	10th February 2020)
Basic Salary		CATEGORY	INR – Monthly	INR – Annual
House Rent Allowance 6,250		Fixed Compensation		
A Conveyance Allowance 800 Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		Basic Salary	7,500	90,000
Medical Reimbursement		House Rent Allowance	6,250	75,000
Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360	Α	Conveyance Allowance	800	9,600
Special Allowance 3,540		Medical Reimbursement	1,250	15,000
Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 900 Gratuity 360 900 900 900		Children Education Allowance	2,000	24,000
Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits		Special Allowance	3,540	42,480
B PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 <		Subtotal I / Gross Pay	23,740	2,84,880
A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		Professional tax	200	2,400
Benefits C PF Employee 900 Gratuity 360	В	PF Employer	900	10,800
C PF Employee 900 Gratuity 360	A-B	Net Salary	22,640	2,71,680
Gratuity 360		Benefits		
	С	PF Employee	900	10,800
SubTotal II 1,260		Gratuity	360	4,320
		SubTotal II	1,260	15,120
Total A + C Cost to the Company 25,000 3	Total A + C	Cost to the Company	25,000	3,00,000
Performance Enhanced Incentives 15,000* 1,5		Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Mohammed Aiyman Shariff,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Mohammed Aiyma	n Shariff
	Designation	Associate Property	Advisor
	Department	Sales 10th February 2020	
	Date of Joining		
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Mohammed Aiyman Shariff	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Shashi Kanth Y M,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Shashi Kanth Y M	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563



The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Shashi Kanth Y M Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Pavan S,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Pavan S	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK	
Name	Pavan S	
Designation	Associate Property	/ Advisor
Department	Sales	
Date of Joining	10th February 2020)
CATEGORY	INR – Monthly	INR – Annual
Fixed Compensation		
Basic Salary	7,500	90,000
House Rent Allowance	6,250	75,000
Conveyance Allowance	800	9,600
Medical Reimbursement	1,250	15,000
Children Education Allowance	2,000	24,000
Special Allowance	3,540	42,480
Subtotal I / Gross Pay	23,740	2,84,880
Professional tax	200	2,400
PF Employer	900	10,800
Net Salary	22,640	2,71,680
Benefits		
PF Employee	900	10,800
Gratuity	360	4,320
SubTotal II	1,260	15,120
Cost to the Company	25,000	3,00,000
Performance Enhanced Incentives	15,000*	1,80,000*
	Name Designation Department Date of Joining CATEGORY Fixed Compensation Basic Salary House Rent Allowance Conveyance Allowance Medical Reimbursement Children Education Allowance Special Allowance Subtotal I / Gross Pay Professional tax PF Employer Net Salary Benefits PF Employee Gratuity SubTotal II Cost to the Company	Name Associate Property Department Sales Date of Joining 10th February 2020 CATEGORY INR – Monthly Fixed Compensation INR – Monthly Basic Salary 7,500 House Rent Allowance 6,250 Conveyance Allowance 800 Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 Professional tax 200 PF Employer 900 Net Salary 22,640 Benefits PF Employee Gratuity 360 SubTotal II 1,260 Cost to the Company 25,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Janardhan R,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Janardhan R	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
, ,	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Janardhan R	
	Designation	Associate Property	y Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Shubham Singa,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Shubham Singa	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Shubham Singa	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Sagar,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Sagar	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

С	OMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Sagar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 2020	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Darshan S N,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Darshan S N	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
7	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Darshan S N	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	Sales 10th February 2020 INR - Monthly INR 7,500 6,250 800 1,250 2,000 3,540 23,740 200 900 22,640 900 360 1,260 1,260	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity		4,320
	SubTotal II	·	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Ravishankar B,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Ravishankar B	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Ravishankar B	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	Ravishankar B Associate Property Advisor Sales 10th February 2020 INR – Monthly INR – 7,500 6,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Pradeepnaik P K,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Pradeepnaik P K	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Pradeepnaik P K	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	Pradeepnaik P K Associate Property Advisor Sales 10th February 2020 INR - Monthly INR - Monthly 7,500 6,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Mohammed Khasim Sab,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Mohammed Khasir	n Sab
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,69
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

Fixed Compensation Basic Salary 7,500 90,	C	OMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
Department Date of Joining 10th February 2020		Name	Associate Property Advisor Sales	
Date of Joining		Designation		
CATEGORY INR - Monthly INR - Annual		Department		
Fixed Compensation Basic Salary 7,500 90,		Date of Joining		
Basic Salary 7,500 90, House Rent Allowance 6,250 75, Conveyance Allowance 800 9, Medical Reimbursement 1,250 15, Children Education Allowance 2,000 24, Special Allowance 3,540 42, Subtotal I / Gross Pay 23,740 2,84, Professional tax 200 2, PF Employer 900 10, A-B Net Salary 22,640 2,71, Benefits		CATEGORY	INR – Monthly	INR – Annual
House Rent Allowance 6,250 75,		Fixed Compensation		
Conveyance Allowance 800 9, Medical Reimbursement 1,250 15, Children Education Allowance 2,000 24, Special Allowance 3,540 42, Subtotal I / Gross Pay 23,740 2,84, Professional tax 200 2, PF Employer 900 10, A-B Net Salary 22,640 2,71, Benefits		Basic Salary	7,500	90,000
Medical Reimbursement 1,250 15, Children Education Allowance 2,000 24,0 Special Allowance 3,540 42,0 Subtotal I / Gross Pay 23,740 2,84, Professional tax 200 2, PF Employer 900 10, A-B Net Salary 22,640 2,71, Benefits		House Rent Allowance	6,250	75,000
Children Education Allowance 2,000 24,000	Α	Conveyance Allowance	800	9,600
Special Allowance 3,540 42,45 Subtotal I / Gross Pay 23,740 2,84,45 Professional tax 200 2,45 PF Employer 900 10,45 A-B Net Salary 22,640 2,71,45 Benefits		Medical Reimbursement	1,250	15,000
Subtotal I / Gross Pay 23,740 2,84, Professional tax 200 2, PF Employer 900 10, A-B Net Salary 22,640 2,71, Benefits		Children Education Allowance	2,000	24,000
Professional tax 200 2, B		Special Allowance	3,540	42,480
B PF Employer 900 10, A-B Net Salary 22,640 2,71, Benefits		Subtotal I / Gross Pay	23,740	2,84,880
A-B Net Salary 22,640 2,71, Benefits		Professional tax	200	2,400
Benefits	В	PF Employer	900	10,800
	A-B	Net Salary	22,640	2,71,680
0 DE E		Benefits		
Pr Employee 900 10,	С	PF Employee	900	10,800
		-	360	4,320
		SubTotal II	1,260	15,120
Total A + C Cost to the Company 25,000 3,00,	Total A + C	Cost to the Company	25,000	3,00,000
Performance Enhanced Incentives 15,000* 1,80,0		Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Yeshwanth V,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Yeshwanth V	
	Designation Department Date of Joining	Associate Property Advisor Sales 10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
A	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
7.	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
В	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Yeshwanth V	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Monika M,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Monika M	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
7.	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Monika M	
	Designation	Associate Property	y Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Vikas,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Vikas	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd





ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK	
	Name	Vikas	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Damodar Anand Gaitonde,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
Name	Damodar Anand G	aitonde
Designation	Associate Property	Advisor
Department	Sales	
Date of Joining	Date of Joining 10th February 2020)
CATEGORY	INR – Monthly	INR – Annual
Fixed Compensation		
Basic Salary	6,600	79,200
House Rent Allowance	5,500	66,000
Conveyance Allowance	800	9,600
Medical Reimbursement	1,250	15,000
Children Education Allowance	2,000	24,000
Special Allowance	4,741	56,892
Subtotal I / Gross Pay	20,891	2,50,692
Professional tax	200	2,400
PF Employer	792	9,504
Net Salary	19,899	2,38,788
Benefits		
PF Employee	792	9,504
Gratuity	317	3,804
SubTotal II	1,109	13,308
Cost to the Company	22,000	2,64,000
Performance Enhanced Incentives	15,000*	1,80,000*
	Name Designation Department Date of Joining CATEGORY Fixed Compensation Basic Salary House Rent Allowance Conveyance Allowance Medical Reimbursement Children Education Allowance Special Allowance Subtotal I / Gross Pay Professional tax PF Employer Net Salary Benefits PF Employee Gratuity SubTotal II Cost to the Company	Designation Associate Property Department Sales Date of Joining 10th February 2020 CATEGORY INR – Monthly Fixed Compensation INR – Monthly Basic Salary 6,600 House Rent Allowance 5,500 Conveyance Allowance 800 Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 4,741 Subtotal I / Gross Pay 20,891 Professional tax 200 PF Employer 792 Net Salary 19,899 Benefits PF Employee 792 Gratuity 317 SubTotal II 1,109 Cost to the Company 22,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Damodar Anand Gaitonde Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Mohammed Shafeeq Ur Rahman,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Mohammed Shafee	eq Ur Rahman
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK			
	Name	Mohammed Shafee	eq Ur Rahman		
	Designation	Associate Property	/ Advisor		
	Department	Sales			
	Date of Joining	10th February 2020		Date of Joining 10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual		
	Fixed Compensation				
	Basic Salary	7,500	90,000		
	House Rent Allowance	6,250	75,000		
Α	Conveyance Allowance	800	9,600		
	Medical Reimbursement	1,250	15,000		
	Children Education Allowance	2,000	24,000		
	Special Allowance	3,540	42,480		
	Subtotal I / Gross Pay	23,740	2,84,880		
	Professional tax	200	2,400		
В	PF Employer	900	10,800		
A-B	Net Salary	22,640	2,71,680		
	Benefits				
С	PF Employee	900	10,800		
	Gratuity	360	4,320		
	SubTotal II	1,260	15,120		
Total A + C	Cost to the Company	25,000	3,00,000		
	Performance Enhanced Incentives	15,000*	1,80,000*		

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Prathap V,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Prathap V	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)20
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	5,500 800 1,250 2,000 4,741	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK	
	Name	Prathap V	
	Designation	Associate Property	y Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Karthik R,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Karthik R	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	5,500	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Karthik R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Shamanthgowda M R,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Shamanthgowda N	I R
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	5,500	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Shamanthgowda M R Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
A	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Akshay Kumar P U,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Akshay Kumar P U	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	800 1,250 2,000 4,741	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Akshay Kumar P U	
	Designation	Associate Property	y Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Nishanth M,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Nishanth M	
	Designation Department Date of Joining	Associate Property Advisor Sales 10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
Α	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
В	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd



ANNEXURE - B

С	OMPENSATION & BENEFITS STATEMENT	- PIN CLICK			
	Name	Nishanth M			
	Designation	Associate Property Advisor			
	Department	Sales			
	Date of Joining	10th February 2020			
	CATEGORY	INR – Monthly	INR – Annual		
	Fixed Compensation				
	Basic Salary	7,500	90,000		
	House Rent Allowance	6,250	75,000		
A	Conveyance Allowance	800	9,600		
	Medical Reimbursement	1,250	15,000		
	Children Education Allowance	2,000	24,000		
	Special Allowance	3,540	42,480		
	Subtotal I / Gross Pay	23,740	2,84,880		
	Professional tax	200	2,400		
В	PF Employer	900	10,800		
A-B	Net Salary	22,640	2,71,680		
Benefits					
С	PF Employee	900	10,800		
	Gratuity	360	4,320		
	SubTotal II	1,260	15,120		
Total A + C	Cost to the Company	25,000	3,00,000		
	Performance Enhanced Incentives	15,000*	1,80,000*		

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Rajavath Balaji Naik,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Rajavath Balaji Nai	ik
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	800 1,250 2,000	15,000
	Children Education Allowance		24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK	
	Name	Rajavath Balaji Naik Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Mohammed Sirajuddeen U,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Mohammed Sirajuddeen U	
	Designation	Associate Property	Advisor
	Department	Sales 10th February 2020	
	Date of Joining		
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	·	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Mohammed Sirajuddeen U	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Akbar F.M.,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

		Akbar F.M.	
	Name	ARDAI I.WI.	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250 2,000	15,000
	Children Education Allowance		24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No:
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Akbar F.M. Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Hitesh Raj Urs A P,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

		Hitesh Raj Urs A P	
	Name		
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	nent 1,250	15,000
		2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE – B

	COMPENSATION & BENEFITS STATEMENT	T – PIN CLICK	
	Name	Hitesh Raj Urs A P	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Archana H,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Archana H	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
7.	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE - B

Fixed Compensation		COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
Department Date of Joining 10th February 2020		Name	Archana H	
Date of Joining		Designation	Associate Property	/ Advisor
CATEGORY INR - Monthly INR - An		Department	Sales	
Fixed Compensation		Date of Joining	10th February 2020)
Basic Salary 7,500 House Rent Allowance 6,250 Conveyance Allowance 800 Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		CATEGORY	INR – Monthly	INR – Annual
House Rent Allowance 6,250		Fixed Compensation		
A Conveyance Allowance 800 Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 C PF Employee 900 Gratuity 360		Basic Salary	7,500	90,000
Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		House Rent Allowance	6,250	75,000
Medical Reimbursement 1,250 Children Education Allowance 2,000 Special Allowance 3,540 Subtotal I / Gross Pay 23,740 2 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360	Α	Conveyance Allowance	800	9,600
Special Allowance 3,540		Medical Reimbursement	1,250	15,000
Subtotal I / Gross Pay 23,740 22 Professional tax 200 PF Employer 900 A-B Net Salary 22,640 22 Benefits C PF Employee 900 Gratuity 360		Children Education Allowance	2,000	24,000
Professional tax 200 PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		Special Allowance	3,540	42,480
B PF Employer 900 A-B Net Salary 22,640 2 Benefits C PF Employee 900 Gratuity 360		Subtotal I / Gross Pay	23,740	2,84,880
A-B Net Salary 22,640 2 Benefits 900 Gratuity 360		Professional tax	200	2,400
Benefits C PF Employee 900 Gratuity 360	В	PF Employer	900	10,800
C PF Employee 900 Gratuity 360	A-B	Net Salary	22,640	2,71,680
Gratuity 360		Benefits		
•	С	PF Employee	900	10,800
SubTotal II 1,260		Gratuity	360	4,320
		SubTotal II	1,260	15,120
Total A + C Cost to the Company 25,000	Total A + C	Cost to the Company	25,000	3,00,000
Performance Enhanced Incentives 15,000* 1,		Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Gagan Ravindra,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Gagan Ravindra	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Gagan Ravindra Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Fixed Compensation	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Amruth G S,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Amruth G S	
	Designation	Associate Property	/ Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Amruth G S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Vidyashree G,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

	Name	Vidyashree G	
	Name Designation	Associate Property	, Advisor
	Department	Sales	Advisor
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
^	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	Γ – PIN CLICK	
	Name	Vidyashree G	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
A Fixed Compensation Basic Salary House Rent Allowance Conveyance Allowance Medical Reimbursement Children Education Allowance Special Allowance Subtotal I / Gross Pay Professional tax B PF Employer A-B Net Salary	2,000	24,000	
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear S M Faraz Ahmed,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



ANNEXURE - A

		S M Faraz Ahmed	
	Name	5 W Faraz Allilleu	
	Designation	Associate Property Advisor Sales 10th February 2020	
	Department Date of Joining		
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
В	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,00
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No:
+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



ANNEXURE - B

C	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	S M Faraz Ahmed Associate Property Advisor	
	Designation		
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

Name:	Signature:	
Date:	Anticipated Start Date:	



Sub: Offer of employment by Pin Click

Dear Jaswanth V,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd



The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Jaswanth V	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	· ·	15,000
	Children Education Allowance		24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No : REGISTRAR +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563





The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Jaswanth V	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Md Ismail,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the Bangalore office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

		Md Ismail	
	Name	Wa Isman	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020)
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	800 1,250 2,000	15,000
	Children Education Allowance		24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	- PIN CLICK	
	Name	Md Ismail	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	10th February 202	0
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
Α	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Subtotal I / Gross Pay	23,740	2,84,880
	Professional tax	200	2,400
В	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
	Benefits		
С	PF Employee	900	10,800
	Gratuity	360	4,320
	SubTotal II	1,260	15,120
Total A + C	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Prajwal More,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



REGISTRAR

The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Prajwal More	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	800 1,250 2,000 4,741	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.



The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

	COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK		
	Name	Prajwal More		
	Designation	Associate Property Advisor		on Associate Property Advisor
	Department	Sales		
	Date of Joining	10th February 2020		
	CATEGORY	INR – Monthly	INR – Annual	
	Fixed Compensation			
	Basic Salary	7,500	90,000	
	House Rent Allowance	6,250	75,000	
Α	Conveyance Allowance	800	9,600	
	Medical Reimbursement	1,250	15,000	
	Children Education Allowance	2,000	24,000	
	Special Allowance	3,540	42,480	
	Subtotal I / Gross Pay	23,740	2,84,880	
	Professional tax	200	2,400	
В	PF Employer	900	10,800	
A-B	Net Salary	22,640	2,71,680	
	Benefits			
С	PF Employee	900	10,800	
	Gratuity	360	4,320	
	SubTotal II	1,260	15,120	
Total A + C	Cost to the Company	25,000	3,00,000	
	Performance Enhanced Incentives	15,000*	1,80,000*	

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



16th December, 2019

Sub: Offer of employment by Pin Click

Dear Danish Rahman,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as "Associate Property Advisor", with effect from 10th February 2020

The terms of our offer are as follows:

- 1. The details of your annual earnings are attached herewith as Annexure A. Once the Probation is confirmed **4.8 LPA** is applicable and attached herewith Annexure B.
- Your initial posting as Pin Click employee will be at the **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
- 3. The Company reserves the right to conduct background investigations and/or reference checks on all its potential employees and your job offer is contingent upon such clearance
- 4. You will be on probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of the probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
- 5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us at any time with 15daysnotice period or 15day'ssalary in lieu thereof. The Company will have discretion on the above mentioned options and can waive the notice period or accept/pay payment in lieu of notice period ormandate15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
- 6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
- 7. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
- 8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Pin Click Property Management Pvt Ltd

REGISTRAR



The details of your annual earnings are as **Annexure A**.

ANNEXURE - A

	Name	Danish Rahman	
	Designation	Associate Property	Advisor
	Department	Sales	
	Date of Joining	10th February 2020	
	CATEGORY	INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
Α	Conveyance Allowance	800	9,600
2.1	Medical Reimbursement	800 1,250 2,000 4,741	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Subtotal I / Gross Pay	20,891	2,50,692
	Professional tax	200	2,400
В	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,78
	Benefits		
С	PF Employee	792	9,50
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
Total A + C	Cost to the Company	22,000	2,64,000
	Performance Enhanced Incentives	15,000*	1,80,000

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 7-10 days of training period
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563





The details of your annual earnings are as **Annexure B**.

ANNEXURE - B

(COMPENSATION & BENEFITS STATEMENT	F – PIN CLICK			
	Name	Danish Rahman			
	Designation	Associate Property Advisor		Designation Associate Property Advisor	y Advisor
	Department	Sales			
	Date of Joining	10th February 2020)		
	CATEGORY	INR – Monthly	INR – Annual		
	Fixed Compensation				
	Basic Salary	7,500	90,000		
	House Rent Allowance	6,250	75,000		
Α	Conveyance Allowance	800	9,600		
7.	Medical Reimbursement	1,250	15,000		
	Children Education Allowance	2,000	24,000		
	Special Allowance	3,540	42,480		
	Subtotal I / Gross Pay	23,740	2,84,880		
	Professional tax	200	2,400		
В	PF Employer	900	10,800		
A-B	Net Salary	22,640	2,71,680		
	Benefits	·			
С	PF Employee	900	10,800		
	Gratuity	360	4,320		
	SubTotal II	1,260	15,120		
Total A + C	Cost to the Company	25,000	3,00,000		
	Performance Enhanced Incentives	15,000*	1,80,000*		

Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

- * The Offer/ Salary Is Subjective to Completion of Training
- * Two-wheeler is mandatory with valid driving license
- * 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.
- Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click Property Management Pvt Ltd

Mr.Manik Kinra Co Founder

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071. Contact No: +91-8047-193000 website: www.pinclick.com CIN No.U70102KA2015PTC084563





Letter of Intent

- a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA's.
- b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to confirm to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name:	Signature:	
Date:	Anticipated Start Date:	



April 22, 2019

Hiba

Dear Hiba,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Hiba, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (Registrar)



ACCEPTANCE

letter including that relating to satisfac	tory reference	terms & conditions of the employment offer & background / employment verification and unconditional acceptance of the same and
VeriFone India Technology Pvt. Ltd. on		, 2019
Signature	Date	, 2019



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea-	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Hiba	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	Ī	800,000
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday.	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits ***		
Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
f an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits		
·	Local abilat 0 material many (0)	shilled see se
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000		
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Varshini J

Verifone[®]

Dear Varshini,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Varshini, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (Registrar)



ACCEPTANCE

i, varsnini J, nave carefully read employment offer letter including employment verifica-tion and her unconditional acceptance of the s	that relating to seby affix my sig	satisfactory reference nature as a token of c	& background /
VeriFone India Technology Pvt. Ltd	d. on	, 2019	
Signature	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Varshini J	Location	Bangalore
Designation Software Development Engineer 1	Offer D ate	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	I	800,000
· · ·	•	
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ****		
Work/Life balance benefits **		
Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
ff an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir		
if an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits	to a shill distribute a second of the	In the land of
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000		
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Vetcha Srihari

Dear Srihari,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Srihari, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (EREGISTRAR)



ACCEPTANCE

I, Vetcha Srihari, have caref ment offer letter including that verification and hereby affix not the same and undertake to re	t relating to satisfac ny signature as a tol	tory reference & background	d / employment
VeriFone India Technology Pvi	. Ltd. on	, 2019	
SignatureVetcha Srihari	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
his is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, please	e contact your HR Manager.	
ertain items have notional costs based on prevailing market practice.		
Vetcha Srihari	Location	Bangalore
Oesignation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
lousing Rent Allowance (HRA)	14,667	176,000
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Elexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Companyation pay appum		800.000
Total Compensation per annum		800,000
Other benefits not computed above:		
pecial Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or	r wedding anniversary	
xecutive Health Check Up ***		
xecutive health check up can be availed at identified hospitals		
nnual Premium for Hospitalization Insurance ***		
ccident Insurance Coverage ***		
Vork/Life balance benefits ***		
Tony and Datanee Benefits		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass.		
euch as Higher education assistance.Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass		
such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
euch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual		
euch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass. an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr. an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of tuition fees for higher education.		
eiuch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education ligher education approved by the company & 10 days study leave/year		
wich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass. an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr. an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of tuition fees for higher education. Reimbursement of telephone rental & call charges - need based.		
Acimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: An employee owns & uses a vehicle: An employee uses bus: Bus Pass Reimbursement will be paid on actual an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Action of the second se		
Acimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: An employee owns & uses a vehicle: An employee uses bus: Bus Pass Reimbursement will be paid on actual an employee uses bus: Bus Pass Reimbursement will be paid on actual	per child & upto a max of 2 c	hildren





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Suresh B N

Dear Suresh,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Suresh,we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology



ACCEPTANCE

employment offer letter includir	ng that relating to ereby affix my sig	and all the terms & conditions of the satisfactory reference & background nature as a token of consent and ur to work at	d /
VeriFone India Technology Pvt.	Ltd. on	, 2019	
Signature Suresh B N	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	e contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Suresh B N	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
		21,164
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81%	ı	·
Retirals @ 4.81% of Annual Basic Salary	l	21,164 800,000
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum	I	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81%	İ	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up	orwedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ***	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass tan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up and be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage and Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual	orwedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive health Check Up Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	·
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year	or wedding anniversary	·
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	·
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines	or wedding anniversary	·
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass if an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir if an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits		800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass for an employee owns & uses a vehicle: Rs. 7.90 for 4 whitr / Rs. 3.00 for 2 whitr for an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		800,000





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Sushma G

Dear Sushma,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Sushma,we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (E (Registrar)



ACCEPTANCE

employment offer letter including employment verifica-tion and he unconditional acceptance of the	g that relating to s reby affix my sign	atisfactory reference ature as a token of c	& background consent and
VeriFone India Technology Pvt. L	td. on	, 2019	
Signature	Date	, 2019	



ANNEXURE 1 (a)

ousing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Check Up *** executive health Check Up *** executive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cocident Insurance Coverage ****	
ame Sushma G esignation Software Development Engineer 1 Per mo asic Salary & D A ousing Rent Allowance (H RA) 4RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance dedical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: accid Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** eccutive health check up can be availed at identified hospitals naual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	
esignation Software Development Engineer 1 Per mo asic Salary & D A ousing Rent Allowance (H RA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance dedical Allowance (paid on production of medical bills) dexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: decid Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** decident Insurance Coverage ****	Bangalore
esignation Software Development Engineer 1 Per mo asic Salary & D A ousing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan imployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual cecutive Health Check Up **** Recutive Health Check Up **** Recutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	Bangalore
esignation Software Development Engineer 1 Per mo asic Salary & D A ousing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan imployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual cecutive Health Check Up **** Recutive Health Check Up **** Recutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	Bangalore
asic Salary & D A ousing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual premium for Hospitalization Insurance **** becident Insurance Coverage *****	
ousing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Check Up *** executive health Check Up *** executive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cocident Insurance Coverage ****	April 22, 2019
ousing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	onth INR Per annum INR
RRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) conveyance Allowance ledical Allowance (paid on production of medical bills) lexible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: Decial Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	36,667 440,
ledical Allowance (paid on production of medical bills) lexible Benefit Plan Imployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum In the benefits not computed above: Decial Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** cocident Insurance Coverage ****	14,667 176,
Interpolation Day Benefit Plan Total Compensation per annum Total Compensation per annum There benefits not computed above: Decial Day Benefit Elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Premium for Hospitalization Insurance **** Cocident Insurance Coverage ****	1,600
mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: accial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual recutive Health Check Up **** accutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** accident Insurance Coverage ****	15,
F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum ther benefits not computed above: accial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annual Recutive Health Check Up *** *** *** *** *** *** *** *** *** *	75,
Total Compensation per annum Ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding annotative Health Check Up *** Recutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** Cocident Insurance Coverage ***	52,
Total Compensation per annum Ther benefits not computed above: Decial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding announce to the latth Check Up *** Recutive Health Check Up *** Recutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** Cocident Insurance Coverage ***	
Total Compensation per annum ther benefits not computed above: accial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding announce wecutive Health Check Up *** cecutive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cocident Insurance Coverage ***	21,
ther benefits not computed above: pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding announce cutive. Health Check Up *** secutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cocident Insurance Coverage ***	
ther benefits not computed above: pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding announce cutive. Health Check Up *** secutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cocident Insurance Coverage ***	800,
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding ann kecutive Health Check Up *** kecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** scident Insurance Coverage ***	
eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding ann xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance **** ccident Insurance Coverage ****	
xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** scident Insurance Coverage ***	
ecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage ***	niversary
nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage ***	
ccident Insurance Coverage ***	
ork/Life balance benefits ***	
uch as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc	
eimbursement of petrol expenses (res-off-res) or Bus pass	
an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	
an employee uses bus: Bus Pass Reimbursement will be paid on actual	
eimbursement of 90% of tuition fees for higher education	
qher education approved by the company & 10 days study leave/year	
eimbursement of telephone rental & call charges - need based	
s per company quidelines	
doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max, of Rs 10,000 per-child & up	



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Kiran

Dear Kiran,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Kiran, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (Registrar)



ACCEPTANCE

letter including that relating to satisfac	tory reference	terms & conditions of the employment offer & background / employment verification an unconditional acceptance of the same and
VeriFone India Technology Pvt. Ltd. on_		2019
Signature Kiran	Date	, 2019



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea:	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice		
Name Kiran	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
T-4-1 0		202 202
Total Compensation per annum	ı	800,000
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday	or wedding anniversary	
Executive Health Check Up ***		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Accident insulance coverage		
Work/Life balance benefits **		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimpursement of petrol expenses i res-on-resi or bus bass		
tf an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual		
ft an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr ft an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education		
tt an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr tt an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year		
lt an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
If an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines		
f an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir f an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits		
f an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir f an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines		





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Suhas K S

Dear Suhas,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Suhas,we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (E REGISTRAL)



ACCEPTANCE

I, Suhas K S, have carefully rea employment offer letter including the employment verifica-tion and herel unconditional acceptance of the same	nat relating to by affix my	to satisfacto signature a	ry reference as a token	e & background
VeriFone India Technology Pvt. Ltd. on_		, 2019		
SignatureSuhas K S	Date	, 2019		



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pla	ease contact your HR Manage	er.
Certain items have notional costs based on prevailing market practice.		
Name Suhas K S	Location	Bangalore
Sunas N S	Location	Ballgalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D.A	36,667	440,00
Housing Rent Allowance (HRA)	14,667	176,00
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities	·	
Conveyance Allowance	1,600	19,20
Medical Allowance (paid on production of medical bills)		15,00
Flexible Benefit Plan		75,83
Employer Provident Fund Contribution		52,8
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,16
		21,16
Retirals @ 4.81% of Annual Basic Salary	m	
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annur	m	
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation	m	
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		21,16 800,00
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdocumentative Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Special Parameters of Annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthough the special event such as a speci		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthous Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Highereducation assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthous Executive Health Check Up **** Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass tan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded between the special event such as birthded by the security end to the check up and be availed at identified hospitals Annual Premium for Hospitalization Insurance and Accident Insurance Coverage and Work/Life balance benefits and Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass at an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded by the security expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded by the security of the security expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded by the security expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded by the security expenses up to Rs 2000 p.a. towards celebration of a special event such as birthded by the security of the security expenses up to Rs a valid expenses and the security of the security		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdock executive Health Check Up **** Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year		
Total Compensation per annur Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthde Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Basic Salary Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdock executive Health Check Up **** Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year		
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annual Compensation of a special event such as birther Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birther Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines	ay orwedding anniversary	800,00



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Shwetha S

Dear Shwetha,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Shwetha, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology



ACCEPTANCE

I, Shwetha S, have carefu	lly read and unde	rstand all the	terms & cor	nditions of the
employment offer letter inclu	ding that relating	to satisfactory	reference &	background /
employment verifica-tion and	hereby affix my	signature as	a token of	consent and
unconditional acceptance of the	e same and underta	ke to report to w	ork at	
VeriFone India Technology Pvt.	Ltd. on	, 2019		
SignatureShwetha S	Date	, 2019		



ANNEXURE 1 (a)

Cour annualized Compensation & Benefits statement Is is your personalized Compensation & Benefits statement Incase you have any clarifications to seek, please contact your HR Monartain items have notional costs based on prevailing market practice Shwetha S Esignation Software Development Engineer 1 Offer Date Per month INF asic Salary & DA Ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Per month INF asic Salary & DA 14,66 Per month INF Per month	Bangalore April 22, 2019 R Per annum INR 67 440,000 67 176,000 19,200 75,836
Table Italia items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have notional costs based on prevailing market practice The provided items have not	Bangalore April 22, 2019 R Per annum INR 67 440,000 67 176,000 19,200 75,836
Shwetha S esignation Software Development Engineer 1 Offer Date Per month INF asic Salary & D A 36,66 ousing Rent Allowance (H RA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan imployer Provident Fund Contribution	April 22, 2019 R Per annum INR 67 440,000 176,000 15,000 75,836
Per month INF asic Salary & D A Ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) proveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan inployer Provident Fund Contribution	April 22, 2019 R Per annum INR 67 440,000 176,000 15,000 75,836
Per month INF asic Salary & D A Ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) proveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan inployer Provident Fund Contribution	April 22, 2019 R Per annum INR 67 440,000 176,000 15,000 75,836
Per month INF asic Salary & D A 36,66 ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan imployer Provident Fund Contribution	Per annum INR 440,000 176,000 19,200 75,836
asic Salary & D A 36,66 Cousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) conveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan imployer Provident Fund Contribution	440,000 67 176,000 00 19,200 15,000 75,836
ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan mployer Provident Fund Contribution	176,000 19,200 15,000 75,836
RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan mployer Provident Fund Contribution	19,200 15,000 75,836
edical Allowance (paid on production of medical bills) exible Benefit Plan exployer Provident Fund Contribution	15,000 75,836
exible Benefit Plan nployer Provident Fund Contribution	75,836
nployer Provident Fund Contribution	
·	50.000
[∓] @ 12% of annual basic salary	52,800
etirals @ 4.81% of Annual Basic Salary	21,164
ratuity @ 4.81%	
Total Companyation was annum	800,000
Total Compensation per annum	600,000
ther benefits not computed above:	
ecial Day Benefit	
imbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary	
ecutive Health Check Up ****	
ecutive health check up can be availed at identified hospitals	
nual Premium for Hospitalization Insurance ***	
cident Insurance Coverage ***	
ork/Life balance benefits **	
ch as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc	
simbursement of petrol expenses (res-off-res) or Bus pass	
n employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	
n employee uses bus: Bus Pass Reimbursement will be paid on actual	
simbursement of 90% of tuition fees for higher education	
·	
ther education approved by the company & 10 days study leave/year	
simbursement of telephone rental & call charges - need based	
per company quidelines	
loption Benefits	
ays leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per. child & upto a max.	of 2 children
I remuneration payments will be subject to deductions required by law including deductions in re	espect of tax and such

REGISTRAR (W Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Vivek Minz

Dear Vivek,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Vivek, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Vivek Minz, have carefully rea	d and under	rstand all t	he terms	& con	ditions of	f the
employment offer letter including th	nat relating t	o satisfacto	ory refere	nce &	backgrou	nd .
employment verifica-tion and herel	by affix my	signature	as a tok	en of	consent	and
unconditional acceptance of the same	and undertak	ce to report t	o work at			
VeriFone India Technology Pvt. Ltd. on_		, 2019				
Signature	Date	, 2019)			



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleasi	e contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Vivek Minz	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,0
Housing Rent Allowance (HRA)	14,667	176,0
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)		
Conveyance Allowance	1,600	19,2
Medical Allowance (paid on production of medical bills)		15,0
Flexible Benefit Plan		75,8
Employer Provident Fund Contribution		52,8
PF @ 12% of annual basic salary		·
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		52,8 21,10
PF @ 12% of annual basic salary		·
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		·
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81%		21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:		21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit		21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	rwedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up	r wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	rwedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive health check up can be availed at identified hospitals	rwedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	rwedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****	rwedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up Executive Health Check Up Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Executive health c	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Work/Life balance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	rwedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir I an employee uses bus: Bus Pass Reimbursement will be paid on actual	rwedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass Lan employee was & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir Lan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	rwedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass at an employee owns & uses a vehicle: Rs. 7.90 for 4 whit / Rs. 3.00 for 2 whit an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year	rwedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass Lan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir lan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee was 8 uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir I an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company 8.10 days study leave/year Reimbursement of telephone rental 8 call charges - need based As per company quidelines	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass Lan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir lan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	r wedding anniversary	21,10

REGISTRAR REGISTRAL



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Sunny

Dear Sunny,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Sunny, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navamm

Senior Director of HR Operations and Technology

REGISTRAR (E REGISTRAL)



ACCEPTANCE

I, Sunny, have carefully read offer letter including that re- verification and hereby affix me the same and undertake to re-	elating to satisfact by signature as a tok	ory reference & backgrour	nd / employmen
VeriFone India Technology Pvt	. Ltd. on	, 2019	
Signature	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Sunny	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	I	800,000
	•	555,555
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday o	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits ***		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
ff an employee owns & uses a vehicle: Rs. 7.90 for 4 whilr / Rs. 3.00 for 2 whilr		
If an employee uses bus; Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits	1010	1.11
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max. of 2 c	children
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Rajan

Dear Rajan,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Rajan, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (Registrar)



ACCEPTANCE

letter including that relating to s	atisfactory refere	the terms & conditions of the employ nce & background / employment verif and unconditional acceptance of the s	ication and
VeriFone India Technology Pvt.	_td. on	, 2019	
Signature Rajan	Date	, 2019	



ANNEXURE 1 (a)

Total Compensation & Benefits Statement is is your personalized Compensation & Benefits Statement Incase you have any clarifications to seek; please contact your HR Manager retroin items have notional costs based on prevailing market practice. Continue	Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Rajan Rajan Rajan Rajan Software D evelopment Engineer 1 Per month INR Per annum INR asic Salary & D A 36,667 440,00 Solid Rais Solid Rais Salary in metro cities and 40% of Basic Salary in non-metro cities) Rajan Rajan 14,667 176,00 18,667 176,00 18,667 176,00 19,22 Rais Roy & O Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Rajan Roy	Your annualized Compensation & Benefits statement		
Rajan Software Development Engineer 1 Per month INR Per annum INR asic Salary & DA Oussing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance (paid on production of medical bills) exible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary ratuity @ 4.81% Total Compensation per annum 800,00 ther benefits not computed above: bereal Day Banelit simulusement of disner expenses up to Rs 2000 p. a towards celebration of a special event such as birthday crivedding anniversary security Health of the picture of the pictur	This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	e contact your HR Manager.	
Software Development Engineer 1 Per month INR Per annum INR asic Salary & DA 36,867 440,00 ousing Rent Allowance (HRA) 14,667 176,00 IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan 75,88 mployer Provident Fund Contribution Free 12% of annual basic salary setirals @ 4,81% of Annual Basic Salary ratuity @ 4,81% Total Compensation per annum 800,00 ther benefits not computed above: receive Health Check up === coulty Health Check up === coulty Health Check up === coulty Health Check up to a voice of a voice of a special event such as birthday or wedding anniversary security Health Check up === county Health Check up === contribution assistance. Wedding assistance. Peternity/Maternity Leave etc birthus rendered coverage === onk/Life balance benefits == chas Higher education assistance. Wedding assistance. Peternity/Maternity Leave etc birthus rendered coverage === onk/Life balance benefits == chas Higher education assistance. We dding assistance. Peternity/Maternity Leave etc birthus rendered to the peternic sets as vehicle. Re 7 20 for 4 whit / Re 3 00 for 2 whit nemployee uses bus Dus Pass Reimbursement will be paid on actual simbursement of the pathon rendered and the reduction sphere aduction approved by the company & 10 days study leave/year birthus membrusement of the pathon rendered and coll charges - need based sper company quidelines to sew with pey & benefits and reimbursement of legal adoption expenses, subject to a max of Ps 10,000 per child & upto a max of 2 children	Certain items have notional costs based on prevailing market practice.		
Software Development Engineer 1 Per month INR Per annum INR asic Salary & DA 36,867 440,00 ousing Rent Allowance (HRA) 14,667 176,00 IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan 75,88 mployer Provident Fund Contribution Free 12% of annual basic salary setirals @ 4,81% of Annual Basic Salary ratuity @ 4,81% Total Compensation per annum 800,00 ther benefits not computed above: receive Health Check up === coulty Health Check up === coulty Health Check up === coulty Health Check up to a voice of a voice of a special event such as birthday or wedding anniversary security Health Check up === county Health Check up === contribution assistance. Wedding assistance. Peternity/Maternity Leave etc birthus rendered coverage === onk/Life balance benefits == chas Higher education assistance. Wedding assistance. Peternity/Maternity Leave etc birthus rendered coverage === onk/Life balance benefits == chas Higher education assistance. We dding assistance. Peternity/Maternity Leave etc birthus rendered to the peternic sets as vehicle. Re 7 20 for 4 whit / Re 3 00 for 2 whit nemployee uses bus Dus Pass Reimbursement will be paid on actual simbursement of the pathon rendered and the reduction sphere aduction approved by the company & 10 days study leave/year birthus membrusement of the pathon rendered and coll charges - need based sper company quidelines to sew with pey & benefits and reimbursement of legal adoption expenses, subject to a max of Ps 10,000 per child & upto a max of 2 children			
Per month INR Per annum INR asic Salary & D.A 36,667 440,00 oursing Rent Allowance (HRA) 440,00 oursing Rent Allowance (HRA) 568 of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) 71,600 19,20 edical Allowance (paid on production of medical bills) 15,00 19,20 edical Allowance (paid on production of medical bills) 15,00 19,20 exible Benefit Plan 75,80 mployer Provident Fund Contribution F@ 12% of annual basic salary 21,100 19,20 etails @ 4,81% of Annual Basic Salary 21,100 19,20 1	Name Rajan	Location	Bangalore
asic Salary & D.A ousing Rent Allowance (HRA) ItA, 657 176,00 ItA, 657 176,00 ItA, 657 176,00 ItA, 657 ItA,	Designation Software Development Engineer 1	Offer Date	April 22, 2019
ousing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,00 ther benefits not computed above: decial Day Benefit embursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding enniversary recurring the health check up can be excelled a latientfield hospitals for all premium for Hospitalization insurance *** cutch benefits ** cutch ben		Per month INR	Per annum INR
IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) 1,600 19,20 edical Allowance (paid on production of medical bills) 15,00 exible Benefit Plan 75,83 mployer Provident Fund Contribution 6 (2) 12% of annual basic salary etirals (2) 4.81% of Annual Basic Salary ratuity (2) 4.81% Total Compensation per annum 800,00 ther benefits not computed above: secial Day Benefit initiobusement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check: Up *** secutive Health Check: Up *** secutive Health Check: Up and be availed at identified hospitals insular Premium for Hospitalization Insurance *** citical entire insurance Covertage **	Basic Salary & D A	36,667	440,000
edical Allowance (paid on production of medical bills) 15,0 exible Benefit Plan 75,8 imployer Provident Fund Contribution Fig. 12% of annual basic salary etitrals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,00 there benefits not computed above: Decical Day Benefit embursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recuritive Health Check Up can be availed at identified hospitals final Premium for Hospitalization Insurance *** circle balance benefits ** circle balance Coverage *** circle balance Denefits ** circle balance Denefits ** circle balance Denefits ** circle balance benefits ** circle balance balance balance b	Housing Rent Allowance (HRA)	14,667	176,000
exible Benefit Plan 75.8 mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,00 ther benefits not computed above: recial Day Benefit reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recurive Health Check Up recurive Health Check Up recurive Health Check Up recurive Health Check up can be availed at identified hospitals require premium for Hospitalization Insurance recurive Health Check up can be availed at identified hospitals require benefits recurive Health Check up can be availed at identified hospitals require benefits recurive Health Check up can be availed at identified hospitals require benefits require benefi	(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
mployer Provident Fund Contribution F. @ 12% of annual basic salary tetirals. @ 4.81% of Annual Basic Salary ratuity. @ 4.81% Total Compensation per annum 800,00 ther benefits not computed above: Decial Day Benefit elimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Chack Up. **** secutive Health Chack Up. *** secutive Healt	Medical Allowance (paid on production of medical bills)		15,000
ratuity @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,00 there benefits not computed above: recurred health Check Up *** recurred health Check Up can be availed at identified hospitals required health Check Up can be availed at identified hospitals recurred health Chec	Flexible Benefit Plan		75,836
ratuity @ 4.81% Total Compensation per annum 800,00 ther benefits not computed above: becial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary securitye health check up can be availed at identified hospitals named Premium for Hospitalization Insurance *** cicident Insurance Coverage *** cicident Insurance Coverage *** ch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc elimbursement of petrol expenses (res-off-res) or Bus pass an employee uses bus: Bus Pass Reimbursement will be paid on actual elimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based sper company quidellines dotys leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Employer Provident Fund Contribution		52,800
Total Compensation per annum 800,00 ther benefits not computed above: Decial Day Benefit Embursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Recutive Health Check Up **** Recutive Health Check Up **** Recutive Health Check up can be availed at identified hospitals Innual Premium for Hospitalization Insurance **** Coident Insurance Coverage **** Ork/Life balance benefits *** Ork/Life balance benefits *** In employee owns & uses a vehicle — Rs. 790 for 4 whir / Rs 300 for 2 whir In employee owns & uses a vehicle — Rs. 790 for 4 whir / Rs 300 for 2 whir In employee uses bus: Bus Pass Reimbursement will be paid on actual Embursement of 90% of tuition fees for higher education In employee owns & uses a vehicle — Rs. 790 for 4 whir / Rs 300 for 2 whir In employee uses bus: Bus Pass Reimbursement will be paid on actual Embursement of 90% of tuition fees for higher education In employee uses bus: Bus Pass Reimbursement will be paid on actual Embursement of telephone rental & call charges - need based In per company quidelines In employee to a max of Rs 10,000 per child & upto a max of 2 children	PF @ 12% of annual basic salary		
Total Compensation per annum 800,00 ther benefits not computed above: becial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recutive Health Check Up *** recutive Health Check Up *** recutive Health Check up can be availed at identified hospitals finual Premium for Hospitalization Insurance *** cork/Life balance benefits ** ork/Life balance benefits ** rich as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7 90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based apper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs. 10,000 per child & upto a max of 2 children	Retirals @ 4.81% of Annual Basic Salary		21,164
ther benefits not computed above: Decial Day Benefit Decial Day	Gratuity @ 4.81%		
ther benefits not computed above: Decial Day Benefit Decial Day	T-4-1 0	1	202 202
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** secutive Health Check Up **** secutive Health Check up can be availed at identified hospitals simual Premium for Hospitalization Insurance **** socident Insurance Coverage **** sock/Life balance benefits ** such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir some employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based to per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Total Compensation per annum	l	800,000
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** secutive Health Check Up **** secutive Health Check up can be availed at identified hospitals simual Premium for Hospitalization Insurance **** socident Insurance Coverage **** sock/Life balance benefits ** such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir some employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based to per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Other benefits not computed above:		
simbursement of dinner expenses up to Rs 2000 p. a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** secutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** coldent Insurance Coverage **** ork/Life balance benefits ** ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc esinbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire an employee uses bus: Bus Pass Reimbursement will be paid on actual elimbursement of 90% of tuition fees for higher education agher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based a per company quidelines doption Benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10.000 per child & upto a max of 2 children	Special Day Benefit		
recutive Health Check Up **** recutive health check up can be availed at identified hospitals anual Premium for Hospitalization Insurance **** recident Insurance Coverage **** ork/Life balance benefits *** ork/Life balance benefits *** ork as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc einbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based with pay & 10 days & 10 d		or wedding anniversary	
anual Premium for Hospitalization Insurance *** corident Insurance Coverage *** ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based to per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Executive Health Check Up ****		
anual Premium for Hospitalization Insurance *** corident Insurance Coverage *** ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based to per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Executive health check up can be availed at identified hospitals		
ork/Life balance benefits ** ork/Life balance b			
ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: —Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of fuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based as per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children			
ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: —Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of fuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based a per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Accident modulates coverage		
eimbursement of petrol expenses (res-off-res) or Bus pass on employee owns & uses a vehicle. —Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir on employee uses bus: Bus Pass Reimbursement will be paid on actual seimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based approved by the company & to the company & to the phone rental & call charges - need based approved by the company quidelines do the phone rental & call charges - need based approved by the company quidelines and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Work/Life balance benefits **		
eimbursement of petrol expenses (res-off-res) or Bus pass on employee owns & uses a vehicle. —Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir on employee uses bus: Bus Pass Reimbursement will be paid on actual seimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based approved by the company & to the company & to the phone rental & call charges - need based approved by the company quidelines do the phone rental & call charges - need based approved by the company quidelines and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children			
an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children			
eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children			
gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children			
eimbursement of telephone rental & call charges - need based spercompany quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	·		
per company quidelines doption. Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per-child & upto a max. of 2 children			
doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per-child & upto a max of 2 children			
days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
	•		
I remuneration payments will be subject to deductions required by law including deductions in respect of tax and such	8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max. of 2 c	children
	All remuneration payments will be subject to deductions required by law includin	g deductions in respe	ect of tax and such

REGISTRAR (W Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Abdullah Siddiqui

Dear Abdullah,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Abdullah, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR REGISTRAL



ACCEPTANCE

I, Abdullah Siddiqui, have carefully employment offer letter including the employment verification and hereby a acceptance of the same and undertaken.	nat relating to satisf fix my signature as a	actory reference & background/ token of consent and unconditiona
VeriFone India Technology Pvt. Ltd. on_	, 2019	
SignatureAbdullah Siddiqui	Date, 2	019



ANNEXURE 1 (a)

Housing Rent Allowance (HRA) (HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,600 19,20 Medical Allowance (paid on production of medical bills) 15,00 Flexible Benefit Plan 75,83 Employer Provident Fund Contribution FP @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Chack Up *** Executive Health Chack Up *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc. Reimbursement of provident part of the spitalization insurance expenses (res-off-res) or Bus pass It an employee uses bus Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Indiger education approved by the company & 10 days study leave/year Reimbursement of 10% of tuition fees for higher education Indiger education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	ame Abdullah Siddiqui Location Bangalore Abdullah Siddiqui Location Bangalore April 22, 2019 Per month INR Per annum INR assic Salary & D.A 36,667 440, oussing Rent Allowance (H RA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) any edical Allowance (paid on production of medical bills) exible Benefit Plan mployer Provident Fund Contribution F@ 12% of annual basic salary active Health Check Up can textually @ 4.81% Total Compensation per annum 800,0 there benefits not computed above: active Health Check Up can active Health C	Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Abdullah Siddiqui Designation Software D evelopment Engineer 1 Offer Date April 22, 2019 Per month INR Per annum INR Basic Salary & D.A. 36,667 440,00 HARA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance Medical Allowance (paid on production of medical bills) Flexible Benefit Plan Flexible Benefit Plan Free (22% of annual basic salary Flexible Benefit Plan Total Compensation per annum Solo,00 Other benefits not computed above: Special bay Bane diline expenses up to Ps 2000 p.a towards celebration of a special event such as birthday or wedding enriversary executive the aith Check Up *** Executive health check up can be a wiledled identified hospitals Annual Premium for Hospitalization Insurance *** *** *** ** ** ** ** ** **	Abdullah Siddiqui esignation Software D evelopment Engineer 1 Offer Date April 22, 2019 Per month INR Per annum INR asic Salary & DA Ousing Rent Allowance (H RA) (IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance (paid on production of medical bills) oxible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800, there benefits not computed above: pecial Day Banetit immutement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding envirence year collection to sistance. Wedding assistance Perentily Maternity Leave etc elembrurement of the person of 15% of third persons of 15% of 10% of a return of 15% of 10% of	Your annualized Compensation & Benefits statement		
Abdullah Siddiqui Designation Software Development Engineer 1 Per month INR Per annum INR Basic Salary & D A 440,00 Housing Rent Allowance (HRA) Housing Rent Allowance (HRA) HAA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) 1,600 19,20 Medical Allowance (paid on production of medical bills) Flexible Benefit Plan Employer Provident Fund Contribution PF @ 12% of annual basic salary Rettrials @ 4,81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Solo,00 Other benefits not computed above: Special Day Benefit Remountement of the scholar contribution in surrance *** **Vector the aith Chack Up *** **Vector the besh check up on be availed at identified hospitals havenup from the Thespitalization insurance *** **Vork/Life balance benefits *** **Vork/Life balance benefits ** **Vork/Life balance benefit	Abdullah Siddiqui esignation Software D evelopment Engineer 1 Per month INR Per annum INR asic Salary & DA 36,667 440, ousling Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan 75, mployer Provident Fund Contribution F@ 12% of annual basic salary tratuity @ 4.81% Total Compensation per annum 800, ther benefits not computed above: accuse Health Check Up	This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea.	se contact your HR Manager	
Designation Software Development Engineer 1 Offer Date April 22, 2019 Per month INR Per annum INR Basic Salary & DA 36,667 440,00 Housing Rent Allowance (HRA) 14,667 176,00 14,667 176,00 19,20 Medical Allowance (paid on production of medical bills) Flexible Benefit Plan Flexible Benefit Plan Flexible Benefit Plan Flexible Benefit Plan 75,83 Employer Provident Fund Contribution PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Total Compensation per annum 800,00 Other benefits not computed above: Executive health check up can be availed at identified hospitals. Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Variety in the Salary Coverage Coverage *** Variety in the Salary Coverage Covera	sesignation Software Development Engineer 1 Per month INR Per annum INR assic Salary & D.A 36,667 440, ousing Rent Allowance (HRA) 14,667 176, IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) 1,600 19, edical Allowance (paid on production of medical bills) 15, exible Benefit Plan 75, imployer Provident Fund Contribution 52, Fe 12% of annual basic salary stirtals @ 4.81% 176, and annual basic Salary 176, and 17	Certain items have notional costs based on prevailing market practice.		
Designation Software Development Engineer 1 Per month INR Per annum INR Basic Salary & D.A 36,667 440,00 Housing Rent Allowance (HRA) Housing Rent Allowance (Paid on production of medical bills) Flexible Benefit Plan Employer Provident Fund Contribution Pice (12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Retirals @ 4.81% of Annual Basic Salary Total Compensation per annum 800,00 Other benefits not computed above: For a computed above: For a computed above in the expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding enviversary known in the supplied in Insurance *** Annual Premium for Hospitalization Insurance *** Annual Premium for Hospitalization Insurance *** Annual Premium for Hospitalization Insurance *** Variety the first heakung can be availed an expense sub Bus Pas's as a vehicle — Rs 7.90 for 4 whir /Rs 3.00 for 2 whir fra a memployee uses bus Bus Pas's Sas Reimbursement of 190% of twitin fees for higher education higher education assistance Programs 18 days study leavely lear fraintenance of the phone rental & call charges - need based bus per company quidelines April 22, 2019 Per month INR 96,677 140,000 140,000 150,00	sesignation Software Development Engineer 1 Per month INR Per annum INR assic Salary & D.A 36,667 440, ousing Rent Allowance (HRA) 14,667 176, IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) 1,600 19, edical Allowance (paid on production of medical bills) 15, exible Benefit Plan 75, imployer Provident Fund Contribution 52, Fe 12% of annual basic salary stirtals @ 4.81% 176, and annual basic Salary 176, and 17			
Basic Salary & D.A. 36,667 440,00 Housing Rent Allowance (HRA) Housing Rent Allowance (HRA) Housing Rent Allowance (HRA) 14,667 176,00 19,20 Medical Allowance (paid on production of medical bills) 1,600 19,20 Medical Allowance (paid on production of medical bills) 1,600 19,20 Medical Allowance (paid on production of medical bills) 52,80 Employer Provident Fund Contribution 52,80 Employer Provident Fund Contribution 52,80 Employer Provident Fund Contribution 52,80 Employer Allowance (paid on production of medical bills) Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Relimbursement of dinner expenses up to Rs 2000 p. towards celebration of a special event such as birthday or wedding anniversary is executive health check Up ** Secutive health check	Per month INR Per annum INR asic Salary & D.A 36,667 440, ousling Rent Allowance (HRA) (RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance (paid on production of medical bills) 15, exible Benefit Plan 75, million of annual basic salary (Paid annual basic salary settrals @ 4.81% of Annual Basic Salary (Paid Compensation per annum 200, annual Basic Salary 21, annual Premium for Annual Basic Salary (Paid Compensation per annum 200, annual Premium for Hospitalization Insurance *** citied in Check Up *** excelled by Annual Premium for Hospitalization Insurance *** citied balance benefits	Name Abdullah Siddiqui	Location	Bangalore
Basic Salary & D.A Housing Rent Allowance (HRA) (HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance (In Sol	asic Salary & D.A ousling Rent Allowance (HRA) (IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) exible Benefit Plan 75, mployer Provident Fund Contribution ### 21, ### 21, ### 21, ### 21, ### 30, ###	Designation Software Development Engineer 1	Offer Date	April 22, 2019
Housing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance Medical Allowance (paid on production of medical bills) 15,00 Medical Allowance (paid on production of medical bills) 15,00 Medical Allowance (paid on production of medical bills) 15,00 Flexible Benefit Plan 75,81 Employer Provident Fund Contribution 52,80 Employer Provident Fund Contribution 76,81 Employer Provident Fund Contribution 52,80 Employer Provident Fund Contribution 63,80 Employer Provident Fund Contribution 64,80 Employer Provident Fund Contribution 65,80 Employer Provident	ousing Rent Allowance (HRA) IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance edical Allowance (paid on production of medical bills) edical Allowance (paid on production of medical bills) 15, exible Benefit Plan 75, mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800, ther benefits not computed above: vecial Day Benefit imbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up *** secutive		Per month INR	Per annum INR
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance Medical Allowance (paid on production of medical bills) 15,00 Medical Allowance (paid on production of medical bills) 51,00 Flexible Benefit Plan 75,83 Employer Provident Fund Contribution FP @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Work/Life balance benefits *** Work/Life balance benefits *** North Premium for Hospitalization in surance **** North Premium for Hospitalization in surance *** North Premium for Hospitalization in sur	IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) and allowance (paid on production of medical bills) edical Allowance (paid on production of medical bills) 15, exible Benefit Plan mployer Provident Fund Contribution F @ 12% of annual basic salary eitrials @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,0 there benefits not computed above: becial Day Banefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recurive Health Check Up *** cecutive Health Check Up *** cecutive Health Check up can be availed at identified hospitals musul Premium for Hospitalization Insurance *** cident Insurance Coverage *** ork/Life balance benefits ** chas Higher education assistance Wedding assistance. Patemity/Maternity Leave etc esimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whir an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whire an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whire an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whire an employee owns & uses a vehicle — Rs 7.90 tor 4 whir / Rs 1.00 tor 2 whire an employee o	Basic Salary & D A	36,667	440,00
Medical Allowance (paid on production of medical bills) 15,00 Flexible Benefit Plan 75,83 Employer Provident Fund Contribution Fig. 212% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Rescutive Health Chack Up *** Executive Health Chack Up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** *** *** *** *** *** *** **	edical Allowance (paid on production of medical bills) 15, exible Benefit Plan 75, mployer Provident Fund Contribution F@ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800, ther benefits not computed above: vecutive Health Check Up *** vecutive Health Check Up *** vecutive Health Check Up one be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive Health Check Up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance *** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance ark Life balance benefits ** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance ark Life balance benefits ** vecutive health Check up can be availed at identified hospitals innual Premium for Hospitalization Insurance ark Life balance benefits ark	Housing Rent Allowance (HRA)	14,667	176,00
Employer Provident Fund Contribution PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Relimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up the such be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass Ian employee owns & uses a vehicle: Rs. 79 for 4 whir / Rs. 300 for 2 whir Ian employee owns & uses a vehicle: Rs. 79 for 4 whir / Rs. 300 for 2 whir Ian employee owns & of futition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	exible Benefit Plan 75, mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,4 Total Compensation per annum 800,4 There benefits not computed above: 1	· · · · · · · · · · · · · · · · · · ·	1,600	19,20
Employer Provident Fund Contribution PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Relimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health Check Up *** Executive Health Check Up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee uses a uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir I an employee uses bus Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company guidelines Adoption Benefits	mployer Provident Fund Contribution F @ 12% of annual basic salary etirals @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800,4 ther benefits not computed above: Decial Day Benefit embursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recurive Health Check Up *** ecutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** cicident Insurance Coverage *** ch as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee uses bus Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education apper education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based tiper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Medical Allowance (paid on production of medical bills)		15,00
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass at an employee uses buss Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based Adoption Benefits	ratuity @ 4.81% of Annual Basic Salary Total Compensation per annum 800,4 ther benefits not computed above: recipional Day Benefit sembursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** recutive health Check Up **** recutive health Check Up *** recutive health Check Up *** recutive health Check Up *** recutive health Check Up ** recu	Flexible Benefit Plan		75,83
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Execut	ratuity @ 4.81% of Annual Basic Salary ratuity @ 4.81% Total Compensation per annum 800, ther benefits not computed above: becial Day Benefit einbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary recutive Health Check Up *** recutive Health Check Up *** recutive Health Check up can be availed at identified hospitals named Premium for Hospitalization Insurance *** crident Insurance Coverage *** ork/Life balance benefits ** rich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education apher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based apper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 per child & upto a max of 2 children	Employer Provident Fund Contribution		52,80
Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up *** Accident Insurance Days a did a didentified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass It an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir It an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based Adoption Benefits	Total Compensation per annum 800,4 ther benefits not computed above: Decial Day Benefit Decial Day Ben	•		
Total Compensation per annum 800,00 Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up ***** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ther benefits not computed above: Decial Day Benefit Demonstrate of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Deciding the property of the property	-		21,16
Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health Check Up **** Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass of an employee owns & uses a vehicle: Rs. 7.90 for 4 whit / Rs. 3.00 for 2 whit of an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ther benefits not computed above: Decial Day Benefit Decial Day	Gratuity @ 4.81%		
Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health Check Up **** Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass of an employee owns & uses a vehicle: Rs. 7.90 for 4 whit / Rs. 3.00 for 2 whit of an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ther benefits not computed above: Decial Day Benefit Decial Day	Total Compensation per annum		800,00
Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance. Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass f an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire fan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** secutive health check up can be availed at identified hospitals unual Premium for Hospitalization Insurance *** scident Insurance Coverage **** ork/Life balance benefits ** such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass on employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir on employee uses bus Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based as per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children			,
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary Executive Health Check Up **** Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass f fan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary secutive Health Check Up **** secutive health check up can be availed at identified hospitals anual Premium for Hospitalization Insurance **** cocident Insurance Coverage **** ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance. Patemity/Maternity Leave etc elimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus Bus Pass Reimbursement will be paid on actual elimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based approach to the pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children	Other benefits not computed above:		
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass f an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire fan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	recutive Health Check Up **** recutive health check up can be availed at identified hospitals anual Premium for Hospitalization Insurance *** recident Insurance Coverage **** ork/Life balance benefits ** rich as Higher education assistance. Wedding assistance. Paternity/Maternity Leave etc esimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: As. 7.90 for 4 whir / Rs. 3.00 for 2 whire an employee uses bus: Bus Pass Reimbursement will be paid on actual esimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year esimbursement of telephone rental & call charges - need based as per company quidelines and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children	Special Day Benefit		
Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass tan employee owns & uses a vehicle: Rs. 7.90 for 4whlr / Rs. 3.00 for 2 whlr tan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education eligher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ecutive health check up can be availed at identified hospitals anual Premium for Hospitalization Insurance *** crident Insurance Coverage **** ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc einbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire an employee uses bus: Bus Pass Reimbursement will be paid on actual einbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year einbursement of telephone rental & call charges - need based approved to the company & 10 days study leave when the company quidelines and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children		or wedding anniversary	
Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass fan employee owns & uses a vehicle — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir fan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	anual Premium for Hospitalization Insurance **** cork/Life balance benefits ** ork/Life balanc			
Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass. If an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir. If an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of fuition fees for higher education. Higher education approved by the company & 10 days study leave/year. Reimbursement of telephone rental & call charges - need based. As per company quidelines. Adoption Benefits.	ork/Life balance benefits ** ork/Li	Executive health check up can be availed at identified hospitals		
Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr fan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ork/Life balance benefits ** ich as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of fuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based as per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children	Annual Premium for Hospitalization Insurance ***		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass of an employee owns & uses a vehicle: Reimbursement of Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	ich as Higher education assistance. Wedding assistance. Paternity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whire an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based are company quidelines doption Benefits.	Accident Insurance Coverage ***		
Reimbursement of petrol expenses (res-off-res) or Bus pass f an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr f an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	eimbursement of petrol expenses (res-off-res) or Bus pass on employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr on employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company of the compan	Work/Life balance benefits **		
Reimbursement of petrol expenses (res-off-res) or Bus pass f an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr f an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	eimbursement of petrol expenses (res-off-res) or Bus pass on employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr on employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based approved by the company of the compan	Such as Higher education assistance Wedding assistance Paternity/Maternity Leave etc		
f an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr f an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs. 10,000 per child & upto a max. of 2 children			
l an employee uses bus. Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based eper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	qher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based sper company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
Reimbursement of telephone rental & call charges - need based As per company quidelines Adoption Benefits	eimbursement of telephone rental & call charges - need based spercompany quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max, of Rs 10,000 per child & upto a max, of 2 children			
As per company quidelines Adoption Benefits	per company quidelines doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
Adoption Benefits	doption Benefits days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children	Deinsteinsen auf af talaut aus anntal () and abnasan ann al banasa		
	days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000 per child & upto a max. of 2 children			
3 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Ps 10,000 per child & upto a max. of 2 children		Reimbursement of telephone rental & call charges - need based As percompany quidelines		
	I remove estimate a suitable a subject to deductions required by law including deductions in the subject of the surface of the	As per company quidelines		



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

K Mahesh

Dear Mahesh,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Mahesh, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, K Mahesh, have carefully read employment offer letter including the employment verifica-tion and herek unconditional acceptance of the same	at relating to by affix my si	satisfactory ignature as	referen a toke	ce &	backgro	und
VeriFone India Technology Pvt. Ltd. on_	, 2	2019				
Signature K Mahesh	Date	, 2019				



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name K Mahesh	Location	Bangalore
Designation Software Development Engineer 1	Offer D ate	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	ı	800,000
	•	
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ****		
Work/Life balance benefits ***		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
ff an employee owns & uses a vehicle: Rs. 7.90 for 4 whilr / Rs. 3.00 for 2 whilr		
If an employee uses bus; Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits		
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max, of 2 c	niidren
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Arfa Firdose

Dear Arfa,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Arfa, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR Registrar



ACCEPTANCE

l, Arfa Firdose, have carefully re	ad and und	erstand all the	e terms &	conditions o	f the
employment offer letter including t employment verifica-tion and hereby a acceptance of the same and undertak	affix my signa	ture as a token		Ū	
VeriFone India Technology Pvt. Ltd. on_		, 2019			
SignatureArfa Firdose	Date	, 2019			



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Arfa Firdose	Location	Bangalore
Designation Software Development Engineer 1	Offer D ate	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	I	800,000
· · ·	•	
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits ***		
Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
ff an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir		
if an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits	to a shill distribute a second of the	de Malana a
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000		
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Amit Kumar Yadav

Dear Amit,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Amit, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (Registrar)



ACCEPTANCE

employment offer letter including the	y read and understand all the terms & conditions of the hat relating to satisfactory reference & background/ffix my signature as a token of consent and unconditionake to report to work at
VeriFone India Technology Pvt. Ltd. on_	, 2019
SignatureAmit Kumar Yadav	Date, 2019



ANNEXURE 1 (a)

	r D ate er month INR 36,667	Bangalore April 22, 2019 Per annum INR
Amit Kumar Yadav esignation Software Development Engineer 1 Offer Persic Salary & D A ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	r D ate er month INR 36,667	April 22, 2019
Amit Kumar Yadav esignation Software Development Engineer 1 Offer Pe asic Salary & D A ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	r Date er month INR 36,667	April 22, 2019
Pensic Salary & D A ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	r Date er month INR 36,667	April 22, 2019
Pensic Salary & D A ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	r Date er month INR 36,667	April 22, 2019
Pe asic Salary & D A ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	er month INR 36,667	
ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	36,667	Per annum INR
ousing Rent Allowance (HRA) RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)	·	
RA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities)		440,00
	14,667	176,00
	1,600	19,20
edical Allowance (paid on production of medical bills)		15,00
exible Benefit Plan		75,83
nployer Provident Fund Contribution		52,80
E @ 12% of annual basic salary		
etirals @ 4.81% of Annual Basic Salary		21,16
ratuity @ 4.81%		
Total Companyation new annum		800,000
Total Compensation per annum		800,000
her benefits not computed above:		
ecial Day Benefit		
imbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or weddin	ng anniversary	
ecutive Health Check Up ****		
ecutive health check up can be availed at identified hospitals		
nual Premium for Hospitalization Insurance ***		
cident Insurance Coverage ***		
ork/Life balance benefits **		
ch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc		
imbursement of petrol expenses (res-off-res) or Bus pass		
n employee owns & uses a vehicle: Rs. 7.90 for 4 whilr / Rs. 3.00 for 2 whir		
n employee uses bus: Bus Pass Reimbursement will be paid on actual		
imbursement of 90% of tuition fees for higher education		
ther education approved by the company & 10 days study leave/year		
imbursement of telephone rental & call charges - need based		
imbursement of telephone rental & call charges - need based per company quidelines		
imbursement of telephone rental & call charges - need based	al 0 conta a vene -40 -	de Helmen





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Vaishnavi Deshpande S

Dear Vaishnavi,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Vaishnavi, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (E REGISTRAL)



ACCEPTANCE

the employment offer letter in	cluding that rela	d and understand all the terms & ting to satisfactory reference & pnature as a token of consent and to work at	background
VeriFone India Technology Pvt. L	.td. on	, 2019	
Signature	Date S	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
his is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Vaishnavi Deshpande S	Location	Bangalore
Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D.A.	36,667	440,00
Housing Rent Allowance (HRA)	14,667	176,00
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,20
Medical Allowance (paid on production of medical bills)		15,00
Flexible Benefit Plan		75,83
Employer Provident Fund Contribution		52,80
DE @ 12% of appual basic salary		
Pr @ 12% of annual basic salary		21 16
Retirals @ 4.81% of Annual Basic Salary		21,16
•		21,16
Retirals @ 4.81% of Annual Basic Salary		,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum		,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:		,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit	or wedding anniversary	21,16 800,00
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays Executive Health Check Up ****	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays Executive Health Check Up *** Executive Health Check Up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding annivers ary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	,
Total Compensation per annum Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of the computed above is securitive. Health Check Up **** Executive Health Check Up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays executive Health Check Up *** Executive health check up can be availed at identified hospitals annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ***	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdays Executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	or wedding anniversary	,
Total Compensation per annum Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday recentive Health Check Up *** Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	,
Total Compensation per annum Total Compensation per annum Dither benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday is executive. He alth. Check. Up. **** Executive Health. Check. Up. **** Executive Health Check. up can be availed at identified hospitals. Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass lan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	or wedding anniversary	,
Total Compensation per annum Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of the special event such as birthda	or wedding anniversary	,
Total Compensation per annum Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of the second process of the second pro	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday is executive. He alth Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals. Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year. Reimbursement of telephone rental & call charges - need based.	or wedding anniversary	,
Total Compensation per annum Description of Annual Basic Salary Description of Annual Premium of Annual Basic Salary Description of Annual Premium for Hospitalization Insurance Annual Premium for	or wedding anniversary	
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday is executive. He alth Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals. Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education approved by the company & 10 days study leave/year. Reimbursement of telephone rental & call charges - need based.		800,00

REGISTRAR REGISTRAL



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Sadhiya Raju N R

Dear Sadhiya,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Sadhiya, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

employment offer letter including the	read and understand all the terms & conditions of the hat relating to satisfactory reference & background/ffix my signature as a token of consent and unconditionate to report to work at
VeriFone India Technology Pvt. Ltd. on_	, 2019
SignatureSadhiya Raju N R	Date, 2019



ANNEXURE 1 (a)

Verifone® Annexure 1 (a) Your annualized Compensation & Benefits statement his is your personalized Compensation & Benefits statement Incase you have any clarifications to seek, ple entain items have notional costs based on prevailing market practice	eco contect your HD Menagr	
	eso contect your HP Meneor	
ertain items have notional costs based on prevailing market practice.	ase contact your rimiviality	er.
ame Sadhiya Raju N R	Location	Bangalore
esignation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
asic Salary & D A	36,667	440,00
ousing Rent Allowance (HRA)	14,667	176,00
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance	1,600	19,20
ledical Allowance (paid on production of medical bills)		15,00
lexible Benefit Plan		75,83
mployer Provident Fund Contribution		52,80
F @ 12% of annual basic salary		
etirals @ 4.81% of Annual Basic Salary		21,16
ratuity @ 4.81%		
Total Compensation per annum	1	800,008
. Other Componential por annual	-	
ther benefits not computed above:		
ther benefits not computed above:		
	y or wedding anniversary	
pecial Day Benefit	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthda xecutive Health Check Up ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthda' kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthda' kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage **** 'ork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthda' xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage **** 'ork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals nual Premium for Hospitalization Insurance **** coident Insurance Coverage **** 'ork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.80 for 4 whlr / Rs. 3.00 for 2 whlr	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday xecutive Health Check Up **** xecutive Health Check Up **** xecutive health check up can be availed at identified hospitals noual Premium for Hospitalization Insurance **** coident Insurance Coverage **** 'ork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday xecutive Health Check Up **** ******************************	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive Health Check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance **** cocident Insurance Coverage **** *** *** *** *** *** *** *	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive Health Check Up can be availed at identified hospitals nnual Premium for Hospitalization Insurance **** cocident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.30 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education igher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive Health Check Up can be availed at identified hospitals noual Premium for Hospitalization Insurance **** coident Insurance Coverage **** /ork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education igher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based s per company quidelines	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive Health Check Up can be availed at identified hospitals nnual Premium for Hospitalization Insurance **** cocident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.30 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education igher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based		





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





Rakesh Shaw

Verifone[®]

April 22, 2019

Dear Rakesh,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Rakesh, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Rakesh Shaw, have ca employment offer letter ind employment verification and acceptance of the same and	cluding that relating hereby affix my signa	to satisfactory refer ature as a token of co	rence & background
VeriFone India Technology Pv	t. Ltd. on	_, 2019	
SignatureRakesh Shaw	Date	, 2019	



ANNEXURE 1 (a)

Rakesh Shaw Rakesh Shaw Degree and Allowance (H RA) Software Development cities and 40% of Basic Salary in non-metro cities) Vance Allowance Allowance (paid on production of medical bills) Benefit Plan Ver Provident Fund Contribution 2% of annual basic salary Software Development Basic Salary Ver Q 4.81%	Bang.	alore 22, 2019 Per annum INR 440,000 176,000 19,200 75,836
Rakesh Shaw Description Software Development Engineer 1 Per mon Salary & D A Ing Rent Allowance (H RA) Software Solary in metro cities and 40% of Basic Salary in non-metro cities) yance Allowance If Allowance (paid on production of medical bills) Be Benefit Plan yer Provident Fund Contribution 2% of annual basic salary Solution We Allow of Annual Basic Salary Solution Allowance (Allowance) Allowance (Paid on production of medical bills)	April oth INR P 36,667	22, 2019 Ter annum INR 440,000 176,000 19,200
Rakesh Shaw Coation Offer Date Per mon Salary & D A Ing Rent Allowance (H RA) Ing Solve of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities Ing Allowance Allowance (paid on production of medical bills) Ing Rent Allowance Ing Rent Allowance (H RA) Ing Rent Allowance (H	April April 36,667	22, 2019 Ter annum INR 440,000 176,000 19,200
Per mon Salary & D A Ing Rent Allowance (H RA) Is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) In Allowance In Allowance (paid on production of medical bills) It is Benefit Plan In It is a series of annual basic salary	April April 36,667	22, 2019 Ter annum INR 440,000 176,000 19,200
Per mon Salary & D A Ing Rent Allowance (H RA) Is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) In Allowance In Allowance (paid on production of medical bills) It is Benefit Plan In It is a series of annual basic salary	April April 36,667	22, 2019 Ter annum INR 440,000 176,000 19,200
Per mon Salary & D A Ing Rent Allowance (H RA) So 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) yance Allowance If Allowance (paid on production of medical bills) Be Benefit Plan yer Provident Fund Contribution 2% of annual basic salary So @ 4.81% of Annual Basic Salary	36,667 14,667	er annum INR 440,000 176,000 19,200
Salary & D A Ing Rent Allowance (H RA) Is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) In Allowance (paid on production of medical bills) Is Benefit Plan In Provident Fund Contribution 2% of annual basic salary Is @ 4.81% of Annual Basic Salary	36,667 14,667	440,000 176,000 19,200 15,000
ng Rent Allowance (HRA) 5 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) yance Allowance If Allowance (paid on production of medical bills) be Benefit Plan yer Provident Fund Contribution 2% of annual basic salary s @ 4.81% of Annual Basic Salary	14,667	176,000 19,200 15,000
s 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) yance Allowance Il Allowance (paid on production of medical bills) Be Benefit Plan yer Provident Fund Contribution 2% of annual basic salary s @ 4.81% of Annual Basic Salary		19,200 15,000
vance Allowance Il Allowance (paid on production of medical bills) Be Benefit Plan ver Provident Fund Contribution 2% of annual basic salary S @ 4.81% of Annual Basic Salary	1,600	15,000
e Benefit Plan yer Provident Fund Contribution 2% of annual basic salary s @ 4.81% of Annual Basic Salary		,
yer Provident Fund Contribution 2% of annual basic salary s @ 4.81% of Annual Basic Salary		75,836
2% of annual basic salary s @ 4.81% of Annual Basic Salary		
s @ 4.81% of Annual Basic Salary		52,800
•		
v @ 4.81%		21,164
Total Compensation per annum		800.000
Total Componential per ulmum		, 555,555
benefits not computed above:		
Day Benefit		
sement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniv	rersary	
ve Health Check Up ****		
e health check up can be availed at identified hospitals		
Premium for Hospitalization Insurance ***		
t Insurance Coverage ***		
ife balance benefits **		
Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
rsement of petrol expenses (res-off-res) or Bus pass		
loyee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir		
loyee uses bus: Bus Pass Reimbursement will be paid on actual		
rsement of 90% of tuition fees for higher education		
ducation approved by the company & 10 days study leave/year		
rsement of telephone rental & call charges - need based		
ompany quidelines		

REGISTRAR (W Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Teja K

Dear Teja,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Teja, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR (E (Registral)



ACCEPTANCE

letter including that relating to s	atisfactory refere	I the terms & conditions of the ender & background / employment and unconditional acceptance of	verification and
VeriFone India Technology Pvt.	Ltd. on	, 2019	
Signature	Date	, 2019	



ANNEXURE 1 (a)

Varia conveniend Companyation & Danefite etatement		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement	\mathcal{A}	
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Teja K	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & DA	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	ı	800,000
Total Compensation per annum	ı	800,000
Total Compensation per annum Other benefits not computed above:	l	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up ****	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up *** Executive health check up can be availed at identified hospitals	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up ***	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr If an employee uses bus: Bus Pass Reimbursement will be paid on actual	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year	or wedding anniversary	800,000
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday Executive Health Check Up *** Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass tan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir tan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of fuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines		

REGISTRAR REGISTRAP



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

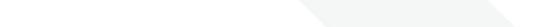
You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





Kaushik M P

Verifone[®]

Dear Kaushik,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

April 22, 2019

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Kaushik, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR REGISTRAR



ACCEPTANCE

I, Kaushik M P, have care employment offer letter ind employment verification and acceptance of the same and	cluding that relating hereby affix my signa	to satisfactory refer	rence & background
VeriFone India Technology Pv	t. Ltd. on	_, 2019	
Signature Kaushik M P	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL			
Your annualized Compensation & Benefits statement					
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, please	contact your HR Manager.				
Certain items have notional costs based on prevailing market practice.					
Name Kaushik M P	Location	Bangalore			
Designation Software Development Engineer 1	Offer Date	April 22, 2019			
	Per month INR	Per annum INR			
Basic Salary & D A	36,667	440,000			
Housing Rent Allowance (HRA)	14,667	176,000			
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200			
Medical Allowance (paid on production of medical bills)		15,000			
Flexible Benefit Plan		75,836			
Employer Provident Fund Contribution		52,800			
PF @ 12% of annual basic salary					
Retirals @ 4.81% of Annual Basic Salary 21,164					
Gratuity @ 4.81%					
Total Companyation now annum		800.000			
Total Compensation per annum		800,000			
Other benefits not computed above:					
Special Day Benefit					
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or					
	wedding anniversary				
Executive Health Check Up ***	wedding anniversary				
Executive Health Check Up ****	wedaing anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals	wedding anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ***	wedding anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage ***	wedding anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ***	wearing anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ***	wearing anniversary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: Rs. 7.90 for 4 whitr / Rs. 3.00 for 2 whitr	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir. I an employee uses bus: Bus Pass Reimbursement will be paid on actual	wed ain gamivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: — Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir. I an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of tuition fees for higher education.	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass et an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir lan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education eligher education approved by the company & 10 days study leave/year	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir I an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass. I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir. I an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of tuition fees for higher education. Higher education approved by the company & 10 days study leave/year. Reimbursement of telephone rental & call charges - need based.	wearing annivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir I an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	wed ain gamivers ary				
Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass. I an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir. I an employee uses bus: Bus Pass Reimbursement will be paid on actual. Reimbursement of 90% of tuition fees for higher education. Higher education approved by the company & 10 days study leave/year. Reimbursement of telephone rental & call charges - need based.		hildren			





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







M N Madhuchandra Guptha

Dear Madhuchandra,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Madhuchandra, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology



ACCEPTANCE

of the employment offer letter including	carefully read and understand all the terms & conditions g that relating to satisfactory reference & background / fix my signature as a token of consent and unconditiona e to report to work at
VeriFone India Technology Pvt. Ltd. on_	, 2019
SignatureM N Madhuchandra Guptha	Date, 2019



ANNEXURE 1 (a)

four annualized Compensation & Benefits statement his is your personalized Compensation & Benefits statement Incase you have any clarifications to seek, pleas ertain items have notional costs based on prevailing market practice M N Madhuchandra Guptha Designation Software Development Engineer 1	Location	Bangalore
ertain items have notional costs based on prevailing market practice Iame	Location	Bangalore
M N Madhuchandra Guptha		Bangalore
		Bangalore
		Bangalore
Software Development Engineer 1	Offer Date	
	0.1101 2 4110	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D.A.	36,667	440,00
lousing Rent Allowance (HRA)	14,667	176,00
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) conveyance Allowance	1,600	19,20
dedical Allowance (paid on production of medical bills)		15,00
lexible Benefit Plan		75,83
imployer Provident Fund Contribution		52,80
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,16
Gratuity @ 4.81%		
Total Compensation per annum	I	800,008
Other benefits not computed above:		
pecial Day Benefit		
eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday c	or wedding anniversary	
xecutive Health Check Up ***		
xecutive health check up can be availed at identified hospitals		
nnual Premium for Hospitalization Insurance ***		
nnual Premium for Hospitalization Insurance *** ccident Insurance Coverage ***		
ccidentInsurance Coverage ***		
ccident Insurance Coverage **** York/Life balance benefits *** uch as Highereducation assistance, Wedding assistance, Patemity/Maternity Leave etc		
ccident Insurance Coverage **** /ork/Life balance benefits *** uch as Highereducation assistance, Wedding assistance, Patemity/Maternity Leave etc. leimbursement of petrol expenses (res-off-res) or Bus pass		
ccident Insurance Coverage *** /ork/Life balance benefits ** uch as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. leimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
ccident Insurance Coverage *** Vork/Life balance benefits ** uch as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual		
ccident Insurance Coverage *** York/Life balance benefits ** uch as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education		
ccident Insurance Coverage *** York/Life balance benefits ** uch as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education ligher education approved by the company & 10 days study leave/year		
ccident Insurance Coverage *** York/Life balance benefits ** uch as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education ligher education approved by the company & 10 days study leave/year leimbursement of telephone rental & call charges - need based		
ccident Insurance Coverage *** York/Life balance benefits ** uch as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: —Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education ligher education approved by the company & 10 days study leave/year leimbursement of telephone rental & call charges - need based s per company quidelines		
ccident Insurance Coverage *** York/Life balance benefits ** uch as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc. eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education ligher education approved by the company & 10 days study leave/year leimbursement of telephone rental & call charges - need based		



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Pallavi M

Dear Pallavi,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Pallavi, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

offer letter including that relating to sat	understand all the terms & conditions of the employment tisfactory reference & background / employment verifica- a token of consent and unconditional acceptance of the at
VeriFone India Technology Pvt. Ltd. on_	, 2019
SignaturePallavi M	Date, 2019



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL			
Your annualized Compensation & Benefits statement					
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.				
Certain items have notional costs based on prevailing market practice.					
Name Pallavi M	Location	Bangalore			
Designation Software Development Engineer 1	Offer Date	April 22, 2019			
	Per month INR	Per annum INR			
Basic Salary & D A	36,667	440,000			
Housing Rent Allowance (HRA)	14,667	176,000			
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200			
Medical Allowance (paid on production of medical bills)		15,000			
Flexible Benefit Plan		75,836			
Employer Provident Fund Contribution		52,800			
PF @ 12% of annual basic salary					
Retirals @ 4.81% of Annual Basic Salary 21,164					
Gratuity @ 4.81%					
Total Compensation per annum	I	800,000			
		,			
Other benefits not computed above:					
Special Day Benefit					
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary				
Executive Health Check Up ***					
Executive health check up can be availed at identified hospitals					
Annual Premium for Hospitalization Insurance ***					
Accident Insurance Coverage ***					
Work/Life balance benefits ***					
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc					
Reimbursement of petrol expenses (res-off-res) or Bus pass					
ff an employee owns & uses a vehicle: Rs. 7.90 for 4 whilr / Rs. 3.00 for 2 whilr					
If an employee uses bus; Bus Pass Reimbursement will be paid on actual					
Reimbursement of 90% of tuition fees for higher education					
Higher education approved by the company & 10 days study leave/year					
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based					
As per company quidelines					
Adoption Benefits					
days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max. of 2 c	hildren			
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such			



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Abhilendra Jha

Dear Abhilendra,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Abhilendra, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR Registrar



ACCEPTANCE

employment offer letter inc	luding that relating nereby affix my signa	inderstand all the terms & condition to satisfactory reference & back ature as a token of consent and unconwork at	ground
VeriFone India Technology Pvt	. Ltd. on	_, 2019	
SignatureAbhilendra Jha	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL			
Your annualized Compensation & Benefits statement					
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea.	se contact your HR Manager.				
Certain items have notional costs based on prevailing market practice.					
Name Abhilendra Jha	Location	Bangalore			
Designation Software Development Engineer 1	Offer D ate	April 22, 2019			
	Per month INR	Per annum INR			
Basic Salary & D A	36,667	440,000			
Housing Rent Allowance (HRA)	14,667	176,000			
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200			
Medical Allowance (paid on production of medical bills)		15,000			
Flexible Benefit Plan		75,836			
Employer Provident Fund Contribution		52,800			
PF @ 12% of annual basic salary					
Retirals @ 4.81% of Annual Basic Salary 21,164					
Gratuity @ 4.81%					
Total Compensation per annum	1	800,000			
Other benefits not computed above:					
Special Day Benefit					
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday	or wedding anniversary				
Executive Health Check Up ****					
Executive health check up can be availed at identified hospitals					
Annual Premium for Hospitalization Insurance ***					
Accident Insurance Coverage ***					
Work/Life balance benefits ***					
Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc					
Reimbursement of petrol expenses (res-off-res) or Bus pass					
fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr					
fan employee uses bus: Bus Pass Reimbursement will be paid on actual					
Reimbursement of 90% of tuition fees for higher education					
Higher education approved by the company & 10 days study leave/year					
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based					
As per company quidelines					
Adoption Benefits					
days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,000 and the subject to a max of Rs 10,000 a	I per child & upto a max, of 2 c	children			
All remuneration payments will be subject to deductions required by law includir other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such			



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Fathima Nida

Dear Fathima,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Fathima, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology

REGISTRAR REGISTRAL



ACCEPTANCE

I, Fathima Nida, have carefu	Illy read and unde	rstand all the terms &	conditions of the
employment offer letter inclued the same and he acceptance of the same and ur	ereby affix my sign	ature as a token of co	J
VeriFone India Technology Pvt. I	Ltd. on	_, 2019	
Signature	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	e contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Fathima Nida	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
DE C 100/ f 11 : 1		
PF @ 12% of annual basic salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		21,164
•		21,164
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81%	ı	·
Retirals @ 4.81% of Annual Basic Salary	I	21,164 800,000
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum	I	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	I	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	·
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage ****	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ***	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Work/Life balance benefits Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass tan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up and be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage and Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive health Check Up Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance. Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	,
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up *** Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	,
Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of Executive Health Check Up Executive Health Check Up Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines		800,000





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Mohammed Sarkhil

Dear Mohammed,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as Software Development Engineer 1 as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be CTC RS 8,00,000 per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be RS 75,836 per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Mohammed, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be July 1 2019. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than April 26 2019 together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- **Details for Payroll**
- PF Form 2
- Form 11
- **Gratuity Form**

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

employment offer letter including th	y read and understand all the terms & conditions of hat relating to satisfactory reference & backgrour ffix my signature as a token of consent and uncondition we to report to work at	nd/
VeriFone India Technology Pvt. Ltd. on_	, 2019	
Signature Mohammed Sarkhil	Date, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Mohammed Sarkhil	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum	I	800,000
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday of	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits ***		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
fan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir		
fan employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits	1010	1.11
days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max, of 2 c	children
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Gurrala Muni Aishwarya

Dear Aishwarya,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Aishwarya, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

the employment offer letter including	g that relating	and understand all the terms & conditions or g to satisfactory reference & background , ture as a token of consent and unconditiona work at
VeriFone India Technology Pvt. Ltd. on		, 2019
Signature Gurrala Muni Aishwarya	Date	, 2019



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea:	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Gurrala Muni Aishwarya	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D.A	36,667	440,0
Housing Rent Allowance (HRA)	14,667	176,0
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,2
Medical Allowance (paid on production of medical bills)		15,0
Flexible Benefit Plan		75,8
Employer Provident Fund Contribution		52,8
PF @ 12% of annual basic salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		21,10
PF @ 12% of annual basic salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary	ı	
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum	I	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	I	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit	prwedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday.	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ***	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	21,10
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass fan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance Accident Insurance Coverage Work/Life balance benefits Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr fan employee uses bus: Bus Pass Reimbursement will be paid on actual	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr If an employee uses bus: Bus Pass Reimbursement will be paid on actual	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Matemity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee was 8 uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company 8.10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	21,10
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass If an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines		800,00

REGISTRAR (W Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Mohammed Zakriya

Dear Zakriya,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Zakriya, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology



ACCEPTANCE

I, Mohammed Zakriya, have careful employment offer letter including the employment verification and herek unconditional acceptance of the same	hat relating t by affix my	o satisfactory signature as	reference 8 a token of	ι backgroι	und/
VeriFone India Technology Pvt. Ltd. on_		·			
Signature Mohammed Zakriya	Date	, 2019			



ANNEXURE 1 (a)

Verifone® Annexure 1 (a) Your annualized Compensation & Benefits statement his is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, ple entain items have notional costs based on prevailing market practice.	eco contect; wur HD Meneon	
	eco contect; mur HD Menego	
ertain items have notional costs based on prevailing market practice.	ase contact your rim wantage	r.
ame Mohammed Zakriya	Location	Bangalore
esignation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
asic Salary & D A	36,667	440,00
ousing Rent Allowance (HRA)	14,667	176,00
IRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) onveyance Allowance	1,600	19,20
ledical Allowance (paid on production of medical bills)		15,00
lexible Benefit Plan		75,83
mployer Provident Fund Contribution		52,80
F @ 12% of annual basic salary		
etirals @ 4.81% of Annual Basic Salary		21,16
ratuity @ 4.81%		
Total Compensation per annum		800,008
Total compositation por annual		
ther benefits not computed above:		
ther benefits not computed above:		
	y or wedding anniversary	
pecial Day Benefit	y or wedding anniversary	
pecial Day Benefit gimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthda kecutive Health Check Up ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals nnual Premium for Hospitalization Insurance *** scident Insurance Coverage ***	y or wedding anniversary	
pecial Day Benefit eimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthdar kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals nual Premium for Hospitalization Insurance *** ccident Insurance Coverage *** fork/Life balance benefits ** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	y or wedding anniversary	
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive health check up can be availed at identified hospitals noual Premium for Hospitalization Insurance **** ccident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass	y or wedding anniversary	
cecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday secutive Health Check Up **** secutive health check up can be availed at identified hospitals noual Premium for Hospitalization Insurance **** coident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	y or wedding anniversary	
cecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday secutive Health Check Up **** secutive health check up can be availed at identified hospitals noual Premium for Hospitalization Insurance **** coident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual	y or wedding anniversary	
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** recutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** coident Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education	y or wedding anniversary	
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday secutive Health Check Up **** secutive Health Check up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** socident Insurance Coverage **** socident Insurance benefits *** uch as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year	y or wedding anniversary	
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday secutive Health Check Up **** secutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** socident Insurance Coverage **** socident Insurance benefits ** such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc elimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whitr / Rs. 3.00 for 2 whitr an employee uses bus: Bus Pass Reimbursement will be paid on actual elimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based	y or wedding anniversary	
secial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday kecutive Health Check Up **** kecutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** cordent Insurance Coverage **** fork/Life balance benefits *** uch as Higher education assistance Wedding assistance, Patemity/Maternity Leave etc eimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual eimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year eimbursement of telephone rental & call charges - need based s per company quidelines	y or wedding anniversary	
pecial Day Benefit simbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday secutive Health Check Up **** secutive Health Check Up can be availed at identified hospitals annual Premium for Hospitalization Insurance **** socident Insurance Coverage **** socident Insurance benefits ** such as Higher education assistance. Wedding assistance. Patemity/Maternity Leave etc elimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whitr / Rs. 3.00 for 2 whitr an employee uses bus: Bus Pass Reimbursement will be paid on actual elimbursement of 90% of tuition fees for higher education gher education approved by the company & 10 days study leave/year elimbursement of telephone rental & call charges - need based		



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Chethan R

Dear Chethan,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Chethan, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Chethan R, have carefully rea	d and under	rstand all	the term	s & cor	nditions c	of the
employment offer letter including th	nat relating t	to satisfac	tory refe	rence &	backgro	und /
employment verifica-tion and herel	,	Ü			consent	and
unconditional acceptance of the same	and undertal	ce to report	to work a	at		
VeriFone India Technology Pvt. Ltd. on_		, 2019				
Signature	Date	, 201	9			
Chethan R						



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea:	se contact your HP, Manager,	
Certain items have notional costs based on prevailing market practice.		
Name Chethan R	Location	Bangalore
Software D evelopment Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D.A.	36,667	440,00
Housing Rent Allowance (HRA)	14,667	176,00
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,20
Medical Allowance (paid on production of medical bills)		15,00
Flexible Benefit Plan		75,83
Total and Described Fred Contribution		52,80
Employer Provident Fund Contribution		32,00
PF @ 12% of annual basic salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		21,16
PF @ 12% of annual basic salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary		
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum		21,16
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	ı	21,16
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit	or wedding anniversary	21,16
PF @ 12% of annual basic salary Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above:	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up ****	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance ****	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage ****	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive health check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Mork/Life balance benefits ***	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up *** Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday: Executive Health Check Up *** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance *** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass lan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir lan employee uses bus: Bus Pass Reimbursement will be paid on actual	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass lan employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir lan employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.30 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals. Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits *** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee was 8 uses a vehicle: Rs. 7.90 for 4 whir / Pals 3 00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of fuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based As per company quidelines	or wedding anniversary	21,16
Retirals @ 4.81% of Annual Basic Salary Gratuity @ 4.81% Total Compensation per annum Other benefits not computed above: Special Day Benefit Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday. Executive Health Check Up **** Executive Health Check Up **** Executive Health Check up can be availed at identified hospitals Annual Premium for Hospitalization Insurance **** Accident Insurance Coverage **** Work/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.30 for 4 whir / Rs. 3.00 for 2 whir an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		800,00





ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Mukul Dutt

Dear Mukul,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Mukul, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Mukul Dutt, have carefully rea employment offer letter including the					
employment verifica-tion and herel unconditional acceptance of the same	,	J		f consen	t and
VeriFone India Technology Pvt. Ltd. on_		, 2019			
Signature Mukul Dutt	Date	, 2019	9		



ANNEXURE 1 (a)

Verifone Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
his is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, please	e contact your HR Manager.	
Pertain items have notional costs based on prevailing market practice.		
Mukul Dutt	Location	Bangalore
Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
lousing Rent Allowance (HRA)	14,667	176,000
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Companyation now annum		800.000
Total Compensation per annum		800,000
Other benefits not computed above:		
Special Day Benefit		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday o	r wedding anniversary	
xecutive Health Check Up ****		
xecutive health check up can be availed at identified hospitals		
nnual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Accident insurance Coverage		
Vork/Life balance benefits **		
Vork/Life balance benefits **		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Vork/Life balance benefits ** Buch as Highereducation assistance; Wedding assistance; Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass		
Vork/Life balance benefits ** Such as Highereducation assistance, Wedding assistance, Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: — Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education Higher education approved by the company & 10 days study leave/year		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based as per company quidelines		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc. Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based as per company quidelines adoption Benefits		
Vork/Life balance benefits ** Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc Reimbursement of petrol expenses (res-off-res) or Bus pass an employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr an employee uses bus: Bus Pass Reimbursement will be paid on actual Reimbursement of 90% of tuition fees for higher education digher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based as per company quidelines	per child & upto a max. of 2 c	hildren

REGISTRAR (W Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





Kishan D U

Verifone[®]

Dear Kishan,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

April 22, 2019

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Kishan, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019**. Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Kishan D U, have carefully re- employment offer letter including the employment verifica-tion and hereby a acceptance of the same and undertak	nat relating t affix my signat	to satisfacto cure as a tok	ory referen	ce & backg	round /
VeriFone India Technology Pvt. Ltd. on_		, 2019			
Signature Kishan D U	Date	, 2019			



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, plea	ase contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Kishan D U	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum		800,000
Other benefits not computed above:		
Special Day Benefit Beinglyward and disparation as the Ba 2000 p.a. towards calaboration of a casalal system by a bight day		
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday	or wedding anniversary	
Executive Health Check Up **** Constitution to although the programment of the state of the sta		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits **		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
fan employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits		
8 days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max of Rs 10,001	U per child & upto a max, of 2 o	children
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/hostel fees payment receipts to be produced. Since this is an "allowance", the payment receipts dated any month during current FY will be considered.
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.







Shuja Ur Rehman Sabiri

Dear Rehman,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Rehman, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely,

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m. Navami

Senior Director of HR Operations and Technology



ACCEPTANCE

the employment offer letter including	g that relating	and understand all the terms & conditioning to satisfactory reference & background ture as a token of consent and uncondition work at	und
VeriFone India Technology Pvt. Ltd. on		_, 2019	
SignatureShuja Ur Rehman Sabiri	Date	, 2019	



ANNEXURE 1 (a)

Verifone® Annexure 1 (a)		CO NFIDE NT IAL
Your annualized Compensation & Benefits statement		
This is your personalized Compensation & Benefits statement. Incase you have any clarifications to seek, pleas	se contact your HR Manager.	
Certain items have notional costs based on prevailing market practice.		
Name Shuja Ur Rehman Sabiri	Location	Bangalore
Designation Software Development Engineer 1	Offer Date	April 22, 2019
	Per month INR	Per annum INR
Basic Salary & D A	36,667	440,000
Housing Rent Allowance (HRA)	14,667	176,000
(HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance	1,600	19,200
Medical Allowance (paid on production of medical bills)		15,000
Flexible Benefit Plan		75,836
Employer Provident Fund Contribution		52,800
PF @ 12% of annual basic salary		
Retirals @ 4.81% of Annual Basic Salary		21,164
Gratuity @ 4.81%		
Total Compensation per annum		800,000
	•	
Other benefits not computed above:		
Special Day Benefit	1.0	
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday in	or wedding anniversary	
Executive Health Check Up ****		
Executive health check up can be availed at identified hospitals		
Annual Premium for Hospitalization Insurance ***		
Accident Insurance Coverage ***		
Work/Life balance benefits **		
Such as Higher education assistance, Wedding assistance, Paternity/Maternity Leave etc		
Reimbursement of petrol expenses (res-off-res) or Bus pass		
fan employee owns & uses a vehicle: Rs. 7.90 for 4 whlr / Rs. 3.00 for 2 whlr		
fan employee uses bus: Bus Pass Reimbursement will be paid on actual		
Reimbursement of 90% of tuition fees for higher education		
Higher education approved by the company & 10 days study leave/year		
nigher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges - need based		
As per company quidelines		
Adoption Benefits		
days leave with pay & benefits and reimbursement of legal adoption expenses, subject to a max. of Rs 10,000	per child & upto a max, of 2 c	niidren
All remuneration payments will be subject to deductions required by law includin other deductions and/or contributions as shall be required to be made pursuant to	•	ect of tax and such



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS	
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave	
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP	
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers	
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.	
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/host fees payment receipts to be produced. Since this is a "allowance", the payment receipt dated any month during current F	
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration	

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





April 22, 2019

Aruna A S

Dear Aruna,

We are pleased to offer you employment with VeriFone India Technology Pvt. Ltd , A101 & A201, 1st & 2nd Floor, Cyber Park, Electronic City Phase 1, Hosur Main Road, Bangalore 560100 India, subject to satisfactory references. You will be designated as **Software Development Engineer 1** as per the global title and referred as **Software Engineer** locally in India.

Your total compensation will be **CTC RS 8,00,000** per Annum (Rupees Eight Lakh Only). Your basic salary + DA will be **RS 4,40,000** per Annum (Rupees Four Lakh Forty Thousand Only). Your total entitlement for the Flexible Benefits Plan will be **RS 75,836** per Annum (Rupees Seventy Five Thousand Eight Hundred Thrity Six Only). Annexure A and B will illustrate Benefits plan applicable to you and Annexure C will indicate the general Terms & Conditions of employment.

Aruna, we are looking forward to your joining the VeriFone India Technology Pvt. Ltd as soon as possible. Your date of joining will be **July 1 2019.** Please indicate your start date in the section below and kindly return a signed copy of this offer letter to myself at the above address by no later than **April 26 2019** together with signed copies of all the Annexure.

This employment offer letter is subject to satisfactory reference & background / employment verification and the company reserve's the unconditional right to withdraw the offer letter or terminate appointment due to any adverse report in this regard without any prior notice or payment of notice pay / compensatory claims or damages.

Please complete and scan all pages of the following documents in separate PDF files, and send back:

- Offer Letter
- International Patent and Confidential Agreement
- New Hire Input Sheet
- Pan Card
- Aadhaar Card
- Resignation Letter
- Insurance Enrollment Form
- Details for Payroll
- PF Form 2
- Form 11
- Gratuity Form

For any further information, please feel free to contact the undersigned at any time.

Sincerely.

for VeriFone India Technology Pvt. Ltd,

Ravi Nandamuri

m Navami

Senior Director of HR Operations and Technology





ACCEPTANCE

I, Aruna A S, have carefully reademployment offer letter including the employment verifica-tion and herek unconditional acceptance of the same	at relating to by affix my s	satisfactory ignature as	reference a token	& background
VeriFone India Technology Pvt. Ltd. on_	, 2	2019		
SignatureAruna A S	Date	, 2019		



ANNEXURE 1 (a)

Verifone Annexure 1 (a) Your annualized Compensation & Benefits statement This is your personalized Compensation & Benefits statement Incase you have any clarifications to seek, please contact your HR Man Certain items have notional costs based on prevailing market practice Name	Bangalore April 22, 2019 R Per annum INR
Aruna A S Designation Software Development Engineer 1 Designation Software Development Engineer 1 Per month INI Basic Salary & D A dousing Rent Allowance (H RA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	Bangalore April 22, 2019 R Per annum INR
Aruna A S Designation Software Development Engineer 1 Offer Date Per month INI Basic Salary & D A dousing Rent Allowance (H RA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	April 22, 2019 R Per annum INR
Designation Software Development Engineer 1 Per month INI Basic Salary & D A Housing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	April 22, 2019 R Per annum INR
Designation Software Development Engineer 1 Per month INI Basic Salary & D A 36,6 Housing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	April 22, 2019 R Per annum INR
Per month IN Basic Salary & D A 36,6 Housing Rent Allowance (HRA) (HRA) is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	R Per annum INR
Housing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	
Housing Rent Allowance (HRA) HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 14,6	440,00
HRA is 50% of Basic Salary in metro cities and 40% of Basic Salary in non-metro cities) Conveyance Allowance 1,6	
Conveyance Allowance 1,6	667 176,00
Medical Allowance (paid on production of medical bills)	500 19,20
	15,00
Flexible Benefit Plan	75,83
Employer Provident Fund Contribution	52,80
PF @ 12% of annual basic salary	
Retirals @ 4.81% of Annual Basic Salary	21,16
Gratuity @ 4.81%	
Total Compensation per annum	800,00
iotal Compensation per annum	800,00
Other benefits not computed above:	
Special Day Benefit	
Reimbursement of dinner expenses up to Rs 2000 p.a. towards celebration of a special event such as birthday or wedding anniversary	
Executive Health Check Up ****	
Executive health check up can be availed at identified hospitals	
Annual Premium for Hospitalization Insurance ***	
Accident Insurance Coverage ***	
Work/Life balance benefits **	
Such as Higher education assistance, Wedding assistance, Patemity/Maternity Leave etc	
Reimbursement of petrol expenses (res-off-res) or Bus pass	
reminal sement of 50% of (attinut less for tridler saureation)	
Entrary advantage and an extra process of the second of th	
Higher education approved by the company & 10 days study leave/year Reimbursement of telephone rental & call charges – need based	
Reimbursement of telephone rental & call charges - need based As per company quidelines	
Reimbursement of telephone rental & call charges - need based	
ccident Insurance Coverage **** /ork/Life balance benefits ** uch as Highereducation assistance, Wedding assistance, Patemity/Maternity Leave etc	

REGISTRAR (Registrar)



ANNEXURE 1 (b)

FLEXIBLE BENEFIT PLAN (Guidelines & List of Items)

#	ITEMS	MAXIMUM VALUE	SUPPORTING DOCUMENTS	
1	LTA as applicable as per IT norms	Rs. 75,000/p.a.	Original Tickets and/or Cash Memos & Appropriate Leave	
2	Telephone Reimbursement (Expenses towards a dedicated telephone account provided by an Telephone Service Provider)	Rs.12,000/p.a.	Proof of expense furnished by the TSP	
3	Sodexo Passes	Rs. 13,200/p.a.	Vouchers	
4	Professional Development Allowance	Rs.50,000/p.a.	Original payment bills for higher education, trainings, workshops, in the name of the employee. The programs should be of benefit to VeriFone directly / indirectly. Pls consult your Manager/HR Manager for any clarification.	
5	Children Allowance (Hostel and Education fees)	*Rs.4,800 /p.a. per child *Rs.9,600/p.a. for 2 max children * Hostel Rs.300 /p.m. & * Tuition Fees Rs.100 /p.m.	Copy of the tuition/school/host fees payment receipts to be produced. Since this is a "allowance", the payment receipt dated any month during current F	
6	Personal Pay through Payroll - Balance of the above items paid with the March Salary after appropriate tax deductions	Maximum of FBP limit	Declaration	

^{*} Employees are liable to provide proof in the event of an evaluation by Income tax authorities





ANNEXURE A

Benefits Applicable to VeriFone India Technology Pvt. Ltd Employees

1. CONVEYANCE RELATED

In case an employee owns a vehicle and the same is used for company's work, the company will reimburse to the employee:

Mileage @ Rs. 3.00 per k.m. for a two wheeler OR @ Rs. 7.90 per km. for a car, for company's business, home-office-home travel included. Reimbursement of bus pass will be at actuals.

2. MEDICAL RELATED

The company will extend coverage under the Hospitalization insurance scheme for the Employee, Spouse, Children and dependent parents up to an annual limit of Rs.5,00,000/-(Five Hundred Thousand only) for family. The insurance coverage includes maternity costs for employees and spouses up to a maximum amount of Rs.50, 000/-. The premium for said coverage shall be paid by the company.

The company will also extend coverage to the employee under 24 hours Accident Insurance. The cover is up to 3 times of CTC. The company will pay the premium towards the same.

3. LEAVE RELATED

Annual Leave-

Leave accrual is given in proportion to service period based on service years:

- 0 to 3 years: 15 working days per year
- 4 years or more: 21 working days per year

Maximum accrual 60 work days. Encashment not permissible during service. Year for computation is from Jan 1 - Dec. 31.

Sick - cum - Casual Leave - Maximum 12 work days per annum. Maximum accrual 48 work days. No encashment. Year for computation - Jan 1 to Dec 31.

4. EDUCATION & TRAINING RELATED

The company will reimburse full expenses for the tuition fees and authorized related expenses for education programs undertaken by the employee if the same are authorized by the concerned Manager and Personnel Dept. prior to undertaking such education programs.

5. RETIREMENT BENEFITS

The Company extends Provident Fund benefits to all employees as per Government norms. You will be entitled to Gratuity, upon completion of 5 years of continuous service with the Company, payable on superannuation or resignation whichever is earlier. Gratuity will be payable @ half month basic salary for every completed year of service, on the last drawn basic salary.



Annexure A/page 2

6. FLEXIBLE BENEFITS PLAN

The employees are eligible to receive various other benefits as per the annexed "Flexible Benefits Plan".



ANNEXURE B

Guidelines governing Flexible Benefits Plan (FBP)

- Employees will be eligible to select a package of benefits for one year from the menu
 of benefits (to be annexed) to this scheme. The selection of benefits must be done &
 communicated to the Payroll group in the month of April every year. All new
 employees are expected to do the same within two weeks of joining the company.
- 2. The year for the purpose of this plan will be 1st April to 31st March.
- 3. The menu of benefits finalized during the month of April cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.
 - a) Transfer of the employee from one city to another
 - b) Change of grade/level
 - c) Change of residential accommodation
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children & parents.
- 4. While selection of the menu of benefits & spending the same, the employee must ensure that he/she should not draw more than:
 - 25% of the annual kitty in Q1
 - 25% of the annual kitty in Q2 & balance of Q1, if any
 - 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
 - 25% of the annual kitty in Q4 & balance of Q1, Q2, Q3, if any

Any unutilized amount in the kitty as of 20 March will be paid along with the March salary of the same year and tax recovered appropriately.

- 5. In the event of separation of an employee from the services of the company, only prorata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
- 6. All Salary / Benefits /Allowances /Re-imbursements are subject to deduction at source as per applicable laws including Income Tax, Professional Tax. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the Government of India or the Income Tax Dept. in the laws or interpretations thereof, the same will be recovered from your salary. Note: Any taxes relating to the components of salary will be to the account of the employee. The Company reserves the right to change the components of the salary.
- 7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.





ANNEXURE C

General Terms & Conditions of Employment Applicable to VeriFone India Technology
Pvt. Ltd Employees

1. PROBATION PERIOD

This employment engages you to a probationary employment for 6 months prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any termination pay. After 6 months' probation period, if no performance concern pending in the interim, your employment status will be changed to regular employee."

2. NOTICE FOR SEPARATION

Your services can be terminated by either party by giving to the other, a notice of one month before completion of probation period and three months after completion of probation period; in writing. Company however, reserves its right to terminate your employment by giving to you salary and benefits for one month before completion of probation period and three months after completion of probation period; in lieu of the notice. Company reserves its right to recover on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment.

3. TRANSFERS

Your services can be transferred by the company from one location to another, one department to another, depending on the exigencies of business. It is a condition of employment that you can be transferred by the company anywhere outside India and that, you will abide by the instructions of the company in this regard. Your services can also be transferred to any of the company's subsidiary companies, associate compan ies, partners, sister companies etc. as per the needs.

4. MEDICAL FITNESS

Your employment with the company and continuance thereof is subject to your medical fitness. You may be subject to medical examinations by the doctors appointed by the company as and when necessary. The opinion given by such doctors on status of your physical and mental health will be deemed as final. In case of any mental and/or physical incapacity if the company is of the opinion that you are not in a position to perform your assigned duties, the company will have a right to terminate your employment by giving you three months' notice in writing.



5. SUPERANNUATION

You will retire from the services of the company upon reaching the age of sixty. Such retirement upon reaching the age of superannuation (60), will be automatic and without any notice. Company however will have a right to retire you earlier from the servic es of the company any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough

to perform your duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

6. GENERAL CONDITIONS

- a) Your working hours, weekly off, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the establishment to which you will be attached and that you will follow all the disciplinary norms of the establishment at which you are posted. Such disciplinary norms and rules even if Annexure C/Page 2 they are different from establishment to establishment, you will accept the same as they exist, consequent to your transfers if any.
- b) Terms & conditions of your employment not contained herein above will be governed by the standing order applicable to the establishment wherein you are posted. However, in event of non-applicability of the standing orders, the company will be guided by the broad principles of the Model Standing Orders as applicable to the State of your posting.
- c) You will be governed by all the company's rules and regulations that are in force now and also those which may come into force from time to time even if they are not individually notified to you in writing. Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- d) During the tenure of your service with the Company, you shall devote your full time and attention to the duties allotted to you and you shall not engage yourself directly or indirectly in any other business or trade or work for any other person or company in any capacity including on part-time basis.
- e) Rules, regulations and other benefits of the Company as applicable to employees holding similar positions in the company will apply to you.





10th-Dec-2018
Swaraj Singh
Dear Swaraj,
CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".
We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.
CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019. In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.
As part of your compensation, we're also offering Travelling Allowances and Accommodation.
Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.
Sincerely,
(Sign here for letters sent by mail)
Raman Sharma HR Manager

Himachal-Plot no-300, Dhar Khabai, Kinnaur, Himachal Pradesh





10th-Dec-2018

Δι	rca	lan	Hu	1003	ıın

Dear Arsalan,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR

Himachal-Plot no-300, Dhar Khabai, Kinnaur, Himachal Pradesh



10th-Dec-2018

Madhusudhan B

Dear Madhusudhan,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR REGISTRAR



10th-Dec-2018

D V AkarshDear Akarsh,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR

Himachal-Plot no-300, Dhar Khabai, Kinnaur, Himachal Pradesh



10th-Dec-2018

Melavoi Ravinandan

Dear Ravi,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR



10th-Dec-2018
Nirmal R
Dear Nirmal,
CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".
We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.
CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019. In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.
As part of your compensation, we're also offering Travelling Allowances and Accommodation.
Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.
Sincerely,
(Sign here for letters sent by mail)
Raman Sharma HR Manager

Himachal-Plot no-300, Dhar Khabai, Kinnaur, Himachal Pradesh





10th-Dec-2018

Gunashekar S

Dear Gunashekar,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR REGISTRAR

Himachal-Plot no-300, Dhar Khabai, Kinnaur, Himachal Pradesh



10th-Dec-2018

Yashwanth B

Dear Yashwanth,

CHIBBER CONSTRUCTIONS is excited to bring you on board as "Site Engineer".

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with CHIBBER CONSTRUCTIONS.

CHIBBER CONSTRUCTIONS is offering a full time position for you as "Site Engineer", reporting to Site Manager starting After 6" August 2019.

In this position, CHIBBER CONSTRUCTIONS is offering to start you at a pay 3.6 LPA. You will be paid on a Monthly basis.

As part of your compensation, we're also offering Travelling Allowances and Accommodation.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 21" Dec 2018.

Sincerely,

(Sign here for letters sent by mail)

Raman Sharma HR Manager

REGISTRAR REGISTRAR



VANSH CONSTRUCTIONS

CONSTRUCTIONS | RENOVETIONS | INTERIORS | EXTERIORS

JOB OFFERLETTER

Date: 21-Nov-2018

REGISTRAR

Name Of the Candidate: Sanjay P Name of College: Presidency University

Location: Bengaluru

Subject: Job Offer Letter for the post of Site Engineer-Civil

Dear Student1

With reference to your application and the interview you had with us on 21-November-2019, we are pleased to offer you an assignment in our organization as "Site Engineer-Civil", on the following terms and conditions. Your gross remuneration will Rs 2, 80,000 only per annum (CTC)+Incentives.

You shall report for duty on 23rd-September-2019.

Kindly submit the following at the time of joining:

- a) Recent Passport size photo- 4
- b) Copies and originals of your educational certificate and Identity proofs (Driving licence, Adhaar Card, Pan Card)
- c) Relieving letter from your previous employer(For experienced)
- d) Copies of salary slips/statements.(For experienced)

You shall submit to us the above mentioned documents on Joining date on 23rd-September-2019 (on our email), a copy of your resignation letter duly accepted by your present employer or the original relieving letter duly signed by your present employer. (For experienced). In the absence of this, our offer of employment stand cancelled.

Place/Transfer: Your present place of work will be at our office Punjab(Moga), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two days. In this you shall understand the basic working of company and we shall check your knowledge Based on your performance your services will be confirmed with the company in written after one month. During the probation period your services can be terminated with one day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time. Company will check practical knowledge time to time in his tenure for the company.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. Their Should not be any **reappear/backlog** at the time of joining .In that scenario the joining offer will be terminated immediately .We do not have any type of training/learning module for new joined candidates. We hope you are best at knowledge (theoretical and practical)
- 9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions with Scan Copies Of aadhar Card ,Driving licence and Photo.

Yours Faithfully,

Jasmeet Sharma

CEO,

Vansh Construction 1963 STREET NO 10 DASHMESH

NAGAR MOGA Punjab 142001

E-mail: Hr@vanshconstructions.in



VANSH CONSTRUCTIONS

CONSTRUCTIONS | RENOVETIONS | INTERIORS | EXTERIORS

JOB OFFERLETTER

Date: 21-Nov-2018

REGISTRAR

Name Of the Candidate: Ganesh R Name of College: Presidency University

Location: Bengaluru

Subject: Job Offer Letter for the post of Site Engineer-Civil

Dear Student1

With reference to your application and the interview you had with us on 21-November-2019, we are pleased to offer you an assignment in our organization as "Site Engineer-Civil", on the following terms and conditions. Your gross remuneration will Rs 2, 80,000 only per annum (CTC)+Incentives.

You shall report for duty on 23rd-September-2019.

Kindly submit the following at the time of joining:

- a) Recent Passport size photo- 4
- b) Copies and originals of your educational certificate and Identity proofs (Driving licence, Adhaar Card, Pan Card)
- c) Relieving letter from your previous employer(For experienced)
- d) Copies of salary slips/statements.(For experienced)

You shall submit to us the above mentioned documents on Joining date on 23rd-September-2019 (on our email), a copy of your resignation letter duly accepted by your present employer or the original relieving letter duly signed by your present employer. (For experienced). In the absence of this, our offer of employment stand cancelled.

Place/Transfer: Your present place of work will be at our office Punjab(Moga), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two days. In this you shall understand the basic working of company and we shall check your knowledge Based on your performance your services will be confirmed with the company in written after one month. During the probation period your services can be terminated with one day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time. Company will check practical knowledge time to time in his tenure for the company.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. Their Should not be any **reappear/backlog** at the time of joining .In that scenario the joining offer will be terminated immediately .We do not have any type of training/learning module for new joined candidates. We hope you are best at knowledge (theoretical and practical)
- 9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions with Scan Copies Of aadhar Card ,Driving licence and Photo.

Yours Faithfully,

Jasmeet Sharma

CEO,

Vansh Construction 1963 STREET NO 10 DASHMESH

NAGAR MOGA Punjab 142001

E-mail: Hr@vanshconstructions.in



VANSH CONSTRUCTIONS

CONSTRUCTIONS | RENOVETIONS | INTERIORS | EXTERIORS

JOB OFFERLETTER

Date: 21-Nov-2018

REGISTRAR

Name Of the Candidate: Vallabh Ambure Name of College: Presidency University

Location: Bengaluru

Subject: Job Offer Letter for the post of Site Engineer-Civil

Dear Student1

With reference to your application and the interview you had with us on 21-November-2019, we are pleased to offer you an assignment in our organization as "Site Engineer-Civil", on the following terms and conditions. Your gross remuneration will Rs 2, 80,000 only per annum (CTC)+Incentives.

You shall report for duty on 23rd-September-2019.

Kindly submit the following at the time of joining:

- a) Recent Passport size photo- 4
- b) Copies and originals of your educational certificate and Identity proofs (Driving licence, Adhaar Card, Pan Card)
- c) Relieving letter from your previous employer(For experienced)
- d) Copies of salary slips/statements.(For experienced)

You shall submit to us the above mentioned documents on Joining date on 23rd-September-2019 (on our email), a copy of your resignation letter duly accepted by your present employer or the original relieving letter duly signed by your present employer. (For experienced). In the absence of this, our offer of employment stand cancelled.

Place/Transfer: Your present place of work will be at our office Punjab(Moga), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two days. In this you shall understand the basic working of company and we shall check your knowledge Based on your performance your services will be confirmed with the company in written after one month. During the probation period your services can be terminated with one day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time. Company will check practical knowledge time to time in his tenure for the company.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. Their Should not be any **reappear/backlog** at the time of joining .In that scenario the joining offer will be terminated immediately .We do not have any type of training/learning module for new joined candidates. We hope you are best at knowledge (theoretical and practical)
- 9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions with Scan Copies Of aadhar Card ,Driving licence and Photo.

Yours Faithfully,

Jasmeet Sharma

CEO,

Vansh Construction 1963 STREET NO 10 DASHMESH

NAGAR MOGA Punjab 142001

E-mail: Hr@vanshconstructions.in



VANSH CONSTRUCTIONS

CONSTRUCTIONS | RENOVETIONS | INTERIORS | EXTERIORS

JOB OFFERLETTER

Date: 21-Nov-2018

REGISTRAR

Name Of the Candidate: Shivarjun H R Name of College: Presidency University

Location: Bengaluru

Subject: Job Offer Letter for the post of Site Engineer-Civil

Dear Student1

With reference to your application and the interview you had with us on 21-November-2019, we are pleased to offer you an assignment in our organization as "Site Engineer-Civil", on the following terms and conditions. Your gross remuneration will Rs 2, 80,000 only per annum (CTC)+Incentives.

You shall report for duty on 23rd-September-2019.

Kindly submit the following at the time of joining:

- a) Recent Passport size photo- 4
- b) Copies and originals of your educational certificate and Identity proofs (Driving licence, Adhaar Card, Pan Card)
- c) Relieving letter from your previous employer(For experienced)
- d) Copies of salary slips/statements.(For experienced)

You shall submit to us the above mentioned documents on Joining date on 23rd-September-2019 (on our email), a copy of your resignation letter duly accepted by your present employer or the original relieving letter duly signed by your present employer. (For experienced). In the absence of this, our offer of employment stand cancelled.

Place/Transfer: Your present place of work will be at our office Punjab(Moga), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two days. In this you shall understand the basic working of company and we shall check your knowledge Based on your performance your services will be confirmed with the company in written after one month. During the probation period your services can be terminated with one day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time. Company will check practical knowledge time to time in his tenure for the company.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. Their Should not be any **reappear/backlog** at the time of joining .In that scenario the joining offer will be terminated immediately .We do not have any type of training/learning module for new joined candidates. We hope you are best at knowledge (theoretical and practical)
- 9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions with Scan Copies Of aadhar Card ,Driving licence and Photo.

Yours Faithfully,

Jasmeet Sharma

CEO,

Vansh Construction 1963 STREET NO 10 DASHMESH

NAGAR MOGA Punjab 142001

E-mail: Hr@vanshconstructions.in



VANSH CONSTRUCTIONS

CONSTRUCTIONS | RENOVETIONS | INTERIORS | EXTERIORS

JOB OFFERLETTER

Date: 21-Nov-2018

REGISTRAR

Name Of the Candidate: Meer Abdul Mateen Name of College: Presidency University

Location: Bengaluru

Subject: Job Offer Letter for the post of Site Engineer-Civil

Dear Student1

With reference to your application and the interview you had with us on 21-November-2019, we are pleased to offer you an assignment in our organization as "Site Engineer-Civil", on the following terms and conditions. Your gross remuneration will Rs 2, 80,000 only per annum (CTC)+Incentives.

You shall report for duty on 23rd-September-2019.

Kindly submit the following at the time of joining:

- a) Recent Passport size photo- 4
- b) Copies and originals of your educational certificate and Identity proofs (Driving licence, Adhaar Card, Pan Card)
- c) Relieving letter from your previous employer(For experienced)
- d) Copies of salary slips/statements.(For experienced)

You shall submit to us the above mentioned documents on Joining date on 23rd-September-2019 (on our email), a copy of your resignation letter duly accepted by your present employer or the original relieving letter duly signed by your present employer. (For experienced). In the absence of this, our offer of employment stand cancelled.

Place/Transfer: Your present place of work will be at our office Punjab(Moga), but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the two days. In this you shall understand the basic working of company and we shall check your knowledge Based on your performance your services will be confirmed with the company in written after one month. During the probation period your services can be terminated with one day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 days notice on either side.

Absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
- 2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time. Company will check practical knowledge time to time in his tenure for the company.
- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
- 6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. Their Should not be any **reappear/backlog** at the time of joining .In that scenario the joining offer will be terminated immediately .We do not have any type of training/learning module for new joined candidates. We hope you are best at knowledge (theoretical and practical)
- 9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions with Scan Copies Of aadhar Card ,Driving licence and Photo.

Yours Faithfully,

Jasmeet Sharma

CEO , Vansh Construction

1963 STREET NO 10 DASHMESH

NAGAR MOGA Punjab 142001 E-mail: Hr@vanshconstructions.in

Email:hr@vanshconstructions.in | Website:vanshconstructions.in | Contact No :7508817362