

Letter of Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Prajwal H R**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

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.
2. 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.

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Prajwal H R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Prajwal H R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

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REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Ediga Venkatesh**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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.
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The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ediga Venkatesh	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ediga Venkatesh	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
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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

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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: _____

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REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Subhajit Biswas**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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.
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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.

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Subhajit Biswas	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Subhajt Biswas	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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
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<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

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Mr.Manik Kinra
Co Founder

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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: _____

Pin Click Property Management Pvt Ltd

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REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Mohammad Jameel**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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.
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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.
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The details of your annual earnings are as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Mohammad Jameel	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
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The details of your annual earnings are as **Annexure B**.

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Mohammad Jameel	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
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Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- 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: _____

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Mohammad Zaid Farooq,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Mohammad Zaid Farooq	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Mohammad Zaid Farooq	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Roshan S**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Roshan S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Roshan S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

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- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Rahul Kumar**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rahul Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

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- 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: _____

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Tharun Gowda H J**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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.
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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.
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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Tharun Gowda H J	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
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	Subtotal I / Gross Pay	20,891	2,50,692
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Benefits			
C	PF Employee	792	9,504
	Gratuity	317	3,804
	SubTotal II	1,109	13,308
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Pin Click Property Management Pvt Ltd

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Tharun Gowda H J	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
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Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable. 			

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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 Offer

- 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: _____

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Santosh Kumar**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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 A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Santosh Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Santosh Kumar	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

Pin Click Property Management Pvt Ltd

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Abhishek V S**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Abhishek V S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Abhishek V S	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Rabiya Basri**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rabiya Basri	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Rabiya Basri	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

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- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Akhilesh**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Akhilesh	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Akhilesh	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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 Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Mahima S M**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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 A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Mahima S M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Mahima S M	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563

Letter of Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Sahana H**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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 A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sahana H	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Sahana H	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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 Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Pavan Choudhary**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Pavan Choudhary	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Pavan Choudhary	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

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


REGISTRAR 



15th December 2022

Sub: Offer of employment by Pin Click

Dear **Nandana R K**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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.
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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

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+91-8047-193000 website :www.pinclick.com CIN No.U70102KA2015PTC084563



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

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Nandana R K	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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

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

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Nandana R K	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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 Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Chethan R,**

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023.***

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.
2. 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

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 A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Chethan R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Chethan R	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

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


REGISTRAR




15th December 2022

Sub: Offer of employment by Pin Click

Dear **Supritha K**,

Congratulations!

We are pleased to extend an offer to you to join Pin Click as “**Associate Property Advisor**”, *with effect from **7th February 2023***.

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.
2. 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

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 A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Supritha K	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	792	9,504
A-B	Net Salary	19,899	2,38,788
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <ul style="list-style-type: none"> * 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. <ul style="list-style-type: none"> • 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 – PIN CLICK			
	Name	Supritha K	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	7th February 2023	
	CATEGORY	INR – Monthly	INR – Annual
A	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
B	Professional tax	200	2,400
	PF Employer	900	10,800
A-B	Net Salary	22,640	2,71,680
Benefits			
C	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*
<p>Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>* Two-wheeler is mandatory with valid driving license</p> <p>* 3000 rupees includes the traveling allowance, 500 rupees includes the mobile allowance.</p> <ul style="list-style-type: none"> 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

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Letter of Offer

- 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: _____

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


REGISTRAR 

Date: 20th March 2023

Name of Candidate: **Mr. Lakshmikanth B T**

Subject: Offer Letter

Dear **Lakshmikanth,**

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

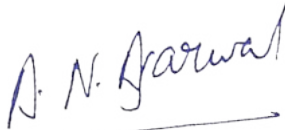
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Lakshmikanth B T**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Abhi T**

Subject: Offer Letter

Dear **Abhi**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

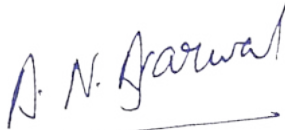
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Abhi T**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Mohammed Faizan Ahmed**

Subject: Offer Letter

Dear **Faizan**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

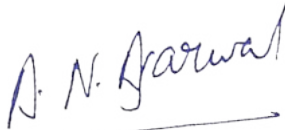
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Mohammed Faizan Ahmed**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Mayur Patil**

Subject: Offer Letter

Dear **Mayur**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

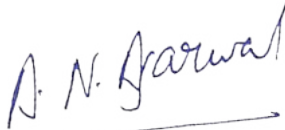
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Mayur Patil**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Umar**

Subject: Offer Letter

Dear **Umar**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

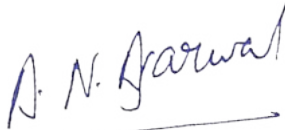
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Umar**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Gagan B V**

Subject: Offer Letter

Dear **Gagan**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

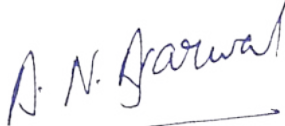
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Gagan B V**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Bhargava R N**

Subject: Offer Letter

Dear **Bhargava,**

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

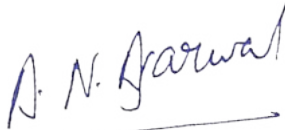
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Bhargava R N**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Avula Lokesh**

Subject: Offer Letter

Dear **Lokesh**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

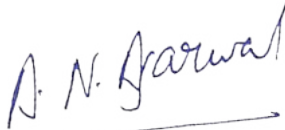
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Avula Lokesh**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Vinuth Kumar M**

Subject: Offer Letter

Dear **Vinuth**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

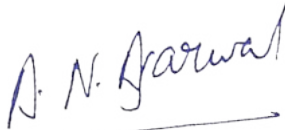
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Vinuth Kumar M**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Fadhil Mohamed**

Subject: Offer Letter

Dear **Fadhil**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

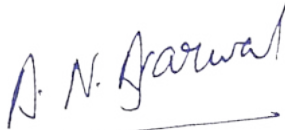
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Fadhil Mohamed**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. B Shaik Mohammad Shadil**

Subject: Offer Letter

Dear **Shadil**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

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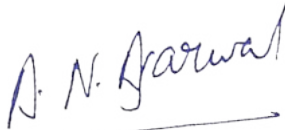
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. B Shaik Mohammad Shadil**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Abhishek A**

Subject: Offer Letter

Dear **Abhishek**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

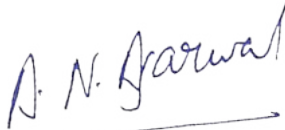
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Abhishek A**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Suraj R**

Subject: Offer Letter

Dear **Suraj**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

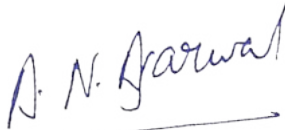
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Suraj R**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Rakshith K R**

Subject: Offer Letter

Dear **Rakshith**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

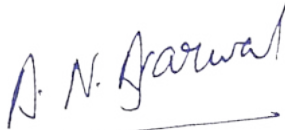
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Rakshith K R**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Shashi Kumar S**

Subject: Offer Letter

Dear **Shashi**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

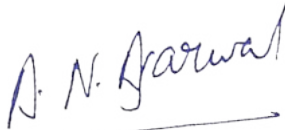
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Shashi Kumar S**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Dheeraj N**

Subject: Offer Letter

Dear **Dheeraj**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

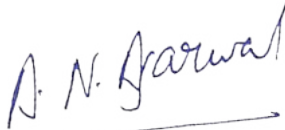
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Dheeraj N**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Ullas K S**

Subject: Offer Letter

Dear **Ullas**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

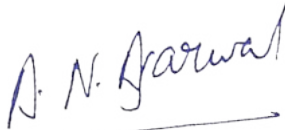
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Ullas K S**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Shabarinath S**

Subject: Offer Letter

Dear **Shabarinath**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

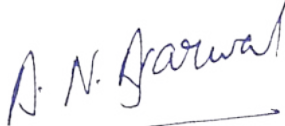
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Shabarinath S**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Akilesh K V**

Subject: Offer Letter

Dear **Akilesh**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

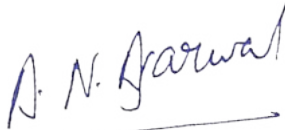
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Akilesh K V**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Bhuvan M**

Subject: Offer Letter

Dear **Bhuvan**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

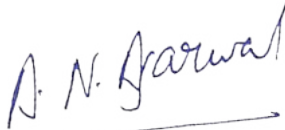
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Bhuvan M**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Ms. Harshitha M R**

Subject: Offer Letter

Dear **Harshitha**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

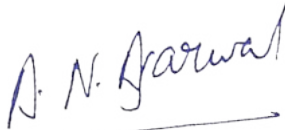
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Ms. Harshitha M R**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Abhishek B**

Subject: Offer Letter

Dear **Abhishek**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

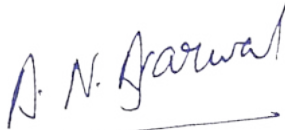
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Abhishek B**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Hrithik V**

Subject: Offer Letter

Dear **Hrithik**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

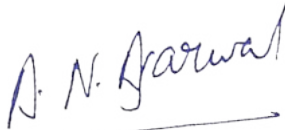
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Hrithik V**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 20th March 2023

Name of Candidate: **Mr. Tejasgowda R**

Subject: Offer Letter

Dear **Tejas**,

We have pleasure in offering you a position of “**Assistant Sales Manager**” at **Bangalore** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

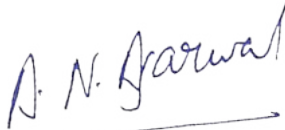
Your proposed date of Joining is **05th July 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Tejasgowda R**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	28000	336000
Deduction		
P.T.	200	2500
Net Salary	27800	333500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	68000	816000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

8th November 2022

Lakshman P

345, Sonnappanahalli, Betahalsur(P) Bangalore Nrth,
Karnataka - 562157

Dear Lakshman P,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Lakshman P
Date

Annexure No. 1: Fixed Salary Structure

Name: Lakshman P

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Ravi Prakash R
#14 2Nd A Cross, Kanaka Nagar, R T Nagar Post, Bangalore, 560032

Dear Ravi Prakash R,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000 (**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Ravi Prakash R
Date

Annexure No. 1: Fixed Salary Structure

Name: Ravi Prakash R

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Mayur G

No.81, 1St Main, 2Nd Phase, West Of Chord Road, Bangalore

Dear Mayur G,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Mayur G
Date

Annexure No. 1: Fixed Salary Structure

Name: Mayur G

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

T Sai Kiran
Sp Circle, Maruthi Nagar, Khb Colony, Ballari Karnataka-583101

Dear T Sai Kiran,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

T Sai Kiran
Date

Annexure No. 1: Fixed Salary Structure

Name: T Sai Kiran

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Mamata Biradar

H No. 173, Beside Devati Temple Main Road Chincholi, Yadagir, 585216

Dear Mamata Biradar,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

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You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Mamata Biradar
Date

Annexure No. 1: Fixed Salary Structure

Name: Mamata Biradar

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Kagga Surya Sai Prakash
Ramadasappa Thota, L B Nagar, Bommanahal, Anantapur India

Dear Kagga Surya Sai Prakash,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000 (**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Kagga Surya Sai Prakash
Date

Annexure No. 1: Fixed Salary Structure

Name: Kagga Surya Sai Prakash

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Selini

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Abdul Basith T C

Valachettiyil, Kk Padi, Palakkad Po, Malappuram Kerala, India-673641

Dear Abdul Basith T C,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000 (**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Abdul Basith T C
Date

Annexure No. 1: Fixed Salary Structure

Name: Abdul Basith T C

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Kothamasu D M Suchindra Prasad
D.No.21-10-2, 3Rd Lane,Srinagar

Dear Kothamasu D M Suchindra Prasad,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Kothamasu D M Suchindra Prasad
Date

Annexure No. 1: Fixed Salary Structure

Name: Kothamasu D M Suchindra Prasad

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

K Gifty Amulya

Sadashiva Nagar, D No.26-04-2038, Hindupur, Anantapur
Andhra Pradesh, India-515201

Dear K Gifty Amulya,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

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Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

K Gifty Amulya
Date

Annexure No. 1: Fixed Salary Structure

Name: K Gifty Amulya

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Syed Moiz Ahmed

11, 6Th Cross, Choudary Layout, Manorayanapalya, Sultanpalya,
Bangalore - 560045

Dear Syed Moiz Ahmed,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Syed Moiz Ahmed
Date

Annexure No. 1: Fixed Salary Structure

Name: Syed Moiz Ahmed

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Arshak Roshan C

Chundakkadan, Cherikkad House, Mongam Po, Malappuram, Kerala
India-673643

Dear Arshak Roshan C,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Arshak Roshan C
Date

Annexure No. 1: Fixed Salary Structure

Name: Arshak Roshan C

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
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Shelini

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Variable Pay

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Shalini

8th November 2022

K Hemanthkumar
Gandhinagar, Raichur, Karnataka 584128

Dear K Hemanthkumar,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

K Hemanthkumar
Date

Annexure No. 1: Fixed Salary Structure

Name: K Hemanthkumar

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
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Selini

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Variable Pay

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Shalini

8th November 2022

Sodanapalli Rahul
#12/2/241,Ashok Nagar, Near Law College Anantapur-515001

Dear Sodanapalli Rahul,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Sodanapalli Rahul
Date

Annexure No. 1: Fixed Salary Structure

Name: Sodanapalli Rahul

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
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EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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Shelini

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Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Muvva Rajesh
2-11/4,Attaluru,Amaravathi, Guntur,Andhra Pradesh-522436

Dear Muvva Rajesh,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Muvva Rajesh
Date

Annexure No. 1: Fixed Salary Structure

Name: Muvva Rajesh

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Shaik Subani

7 -16/19 , Sri Ram Nagar, Giddalur, Prakasam
Andhra Pradesh - 523356

Dear Shaik Subani,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

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5. INCREMENT & OTHER BENEFITS

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Other Benefits that you will get are briefly explained in Annexure No. 2.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Shaik Subani
Date

Annexure No. 1: Fixed Salary Structure

Name: Shaik Subani

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
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CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

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Shaik Subani

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As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Ahmed Abdo Mohammed Alshawkhi
Ibb, Yemen

Dear Ahmed Abdo Mohammed Alshawkhi,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Ahmed Abdo Mohammed Alshawkhi
Date

Annexure No. 1: Fixed Salary Structure

Name: Ahmed Abdo Mohammed Alshawkhi

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Selini

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Patel Bhaskar Reddy
#1/58, Eedhula Mustaru (V), Bathalapalli (M), Anantapur (D)
Andhra Pradesh 515661

Dear Patel Bhaskar Reddy,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Patel Bhaskar Reddy
Date

Annexure No. 1: Fixed Salary Structure

Name: Patel Bhaskar Reddy

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Shelini

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Salini

8th November 2022

V W Dennis Raju

J. No. 24, 1St Floor, 3Rd Criss, 1St Main,Sapthagi, Layout
Bangalore 560064

Dear V W Dennis Raju,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

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Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

V W Dennis Raju
Date

Annexure No. 1: Fixed Salary Structure

Name: V W Dennis Raju

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
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Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Ajay Kumar Nerusu

D. No. 2-12, Nandivada Mandal, Krishna Andhra Pradesh 521321

Dear Ajay Kumar Nerusu,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Ajay Kumar Nerusu
Date

Annexure No. 1: Fixed Salary Structure

Name: Ajay Kumar Nerusu

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Vyshak N S

Shobha Ruby, Tumkur Road, Shell Petrol Bunk, Bangalore North,
Nagasandra, Bangalore 560073

Dear Vyshak N S,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

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Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Vyshak N S
Date

Annexure No. 1: Fixed Salary Structure

Name: Vyshak N S

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

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Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Adikari Naga Maneesha
Karsanpalle, Peddapanjani, Chittoor, Andhra Pradesh 517247

Dear Adikari Naga Maneesha,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Adikari Naga Maneesha
Date

Annexure No. 1: Fixed Salary Structure

Name: Adikari Naga Maneesha

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Akshay N
Guruvayur, Puthanpalli, Thrissur, Kerala-680103

Dear Akshay N,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000 (**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Akshay N
Date

Annexure No. 1: Fixed Salary Structure

Name: Akshay N

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Selini

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As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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Salini

8th November 2022

Gandhapodi Lakshmi Narayana
Dwaraka Nagar, Tirupati (Urban), T.T.D, Press, Chittoor
Andhra Pradesh 517507

Dear Gandhapodi Lakshmi Narayana,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Gandhapodi Lakshmi Narayana
Date

Annexure No. 1: Fixed Salary Structure

Name: Gandhapodi Lakshmi Narayana

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Bobby Varghese Alapatt

#1227, 1St Main, 5Th Block, 2Nd Cross, Bel Layout, Vidyanarayapura,
Behind Boi, Bangalore 560097

Dear Bobby Varghese Alapatt,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Bobby Varghese Alapatt
Date

Annexure No. 1: Fixed Salary Structure

Name: Bobby Varghese Alapatt

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Parikshith S

#336/1 1St Main,2Nd Cross,S.D.A School Road, Behind Srinivasa Nursing Home, Kankanapalya,Kolar,Bangalore, Karnataka,India-563101

Dear Parikshith S,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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3. COMPENSATION

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Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
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The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

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7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

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Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Parikshith S
Date

Annexure No. 1: Fixed Salary Structure

Name: Parikshith S

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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Salini

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Bhargav K V

#8, Sairakshak, 1St Main, 1St Cross, Ssa Road, Cholanayakanahalli,
R T Nagar, Bangalore 560032

Dear Bhargav K V,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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3. COMPENSATION

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Bhargav K V
Date

Annexure No. 1: Fixed Salary Structure

Name: Bhargav K V

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

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Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Panuganti Abhinav Varma
3-81 Choultry Street, Kadiri, Ananthapur, Andhra Pradesh-515591

Dear Panuganti Abhinav Varma,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Panuganti Abhinav Varma
Date

Annexure No. 1: Fixed Salary Structure

Name: Panuganti Abhinav Varma

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
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CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Salini

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Shalini

8th November 2022

Samala Ashok Kumar Reddy

8-96, Gajukuntapalli, Gajukuntapalli, Inagalur, Anantapur
Andhra Pradesh - 515591

Dear Samala Ashok Kumar Reddy,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Samala Ashok Kumar Reddy
Date

Annexure No. 1: Fixed Salary Structure

Name: Samala Ashok Kumar Reddy

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Viswanadharao Rohith
4-2, Settivarigudem, Venkatapuram, West Godavari,
Andhra Pradesh 534460

Dear Viswanadharao Rohith,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Viswanadharao Rohith
Date

Annexure No. 1: Fixed Salary Structure

Name: Viswanadharao Rohith

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Gorantla Suvarna Kumar
3-88/B, Dharmaram, Dichally, Nizamabad, Telangana 503230

Dear Gorantla Suvarna Kumar,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Gorantla Suvarna Kumar
Date

Annexure No. 1: Fixed Salary Structure

Name: Gorantla Suvarna Kumar

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
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GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Suvarna

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Edulapalli Revanth Reddy
Lakkireddipalle, Cuddapah, Andhra Pradesh-516257

Dear Edulapalli Revanth Reddy,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

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7. PLACEMENT & TRANSFER

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Edulapalli Revanth Reddy
Date

Annexure No. 1: Fixed Salary Structure

Name: Edulapalli Revanth Reddy

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.



Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Arunkumar H S

Huligondi Village, Mallapura Post, Kadur Taluk, Chikkamagalur District,
Karnataka - 577548

Dear Arunkumar H S,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
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Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

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After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Arunkumar H S
Date

Annexure No. 1: Fixed Salary Structure

Name: Arunkumar H S

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Chakali Umesh

4-649, 4Th Road, Ananthapur, Georgepet, Andhra Pradesh - 515004

Dear Chakali Umesh,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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5. INCREMENT & OTHER BENEFITS

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Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Chakali Umesh
Date

Annexure No. 1: Fixed Salary Structure

Name: Chakali Umesh

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Arem Hemanth Kumar Reddy

D.No: 24-128, Saibaba Street, Patha Kadapa, Kadapa,
Andhra Pradesh - 516001

Dear Arem Hemanth Kumar Reddy,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Arem Hemanth Kumar Reddy
Date

Annexure No. 1: Fixed Salary Structure

Name: Arem Hemanth Kumar Reddy

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
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PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Saranajangama Jaya Prakash

Upparahal (Village), Sreedharagatta (Po), Bommanahal (M), Near
Lakshmi Narashima Temple, Anantapur, Andhra Pradesh 515871

Dear Saranajangama Jaya Prakash,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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3. COMPENSATION

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Particulars of Fixed Salary & Other Benefits	Amount in INR
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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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6. NON-DISCLOSURE AGREEMENT

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7. PLACEMENT & TRANSFER

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Saranajangama Jaya Prakash
Date

Annexure No. 1: Fixed Salary Structure

Name: Saranajagama Jaya Prakash

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Kollu Naresh Kumar
V.P.O: Ramapuram, Duvvuru, Kadapa, Andhra Pradesh 516175

Dear Kollu Naresh Kumar,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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7. PLACEMENT & TRANSFER

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Kollu Naresh Kumar
Date

Annexure No. 1: Fixed Salary Structure

Name: Kollu Naresh Kumar

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

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Parental Insurance Policy

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Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Shahid Adnan Khan A
#264, 5Th Main, Khb Colony, Basaveshwar Nagar, Bangalore 560079

Dear Shahid Adnan Khan A,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Shahid Adnan Khan A
Date

Annexure No. 1: Fixed Salary Structure

Name: Shahid Adnan Khan A

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Notes:

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Shahid

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Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Zaid Ahmed Zaued Hamadah

No.13/1, 3Rd Floor, Ramaiah Layout, Behind Sathya Hospital,
Kammanahalli, Bangalore North, Karnataka - 560084

Dear Zaid Ahmed Zaued Hamadah,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Zaid Ahmed Zaued Hamadah
Date

Annexure No. 1: Fixed Salary Structure

Name: Zaid Ahmed Zaued Hamadah

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Suhebahamed Balaganur

#12, Ward No. 07, Near Saka Factory, Ilkal, Bagalkot, Karnataka- 587154

Dear Suhebahamed Balaganur,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Suhebahamed Balaganur
Date

Annexure No. 1: Fixed Salary Structure

Name: Suhebahamed Balaganur

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

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S. Balini

Annexure No. 2: Other Benefits

Parental Insurance Policy

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Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Sourodipto Mondal

27/7, Ranapratap Road, A Zone Durgapur 4, Bardhaman,
West Bengal 713204

Dear Sourodipto Mondal,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Sourodipto Mondal
Date

Annexure No. 1: Fixed Salary Structure

Name: Sourodipto Mondal

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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Sourodipto Mondal

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As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Moka Abhinash

Pallamkurru, Jaibeemnagar, Kakinada, East Godavari,
Andhra Pradesh 533212

Dear Moka Abhinash,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Moka Abhinash
Date

Annexure No. 1: Fixed Salary Structure

Name: Moka Abhinash

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
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Shelini

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Variable Pay

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Salini

8th November 2022

Raziya Bee G

#784/A 16Th B Cross,Near Dairycircle B Sector, Yelahanka New Town,Bangalore North, Yelahanka,Bangalore,Karnataka-560064

Dear Raziya Bee G,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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5. INCREMENT & OTHER BENEFITS

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Raziya Bee G
Date

Annexure No. 1: Fixed Salary Structure

Name: Raziya Bee G

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
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Notes:

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Shalini

8th November 2022

Y B Manish Pradhyumna
#2,1 Floor,7Th Cross,Swimming Pool Extention,
Mallechwaram,Bangalore, Karnataka,India-560003

Dear Y B Manish Pradhyumna,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

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Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Y B Manish Pradhymna
Date

Annexure No. 1: Fixed Salary Structure

Name: Y B Manish Pradhyumna

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Mohammed Ruhaib

Ghouse Fathima Manzil, Behind United School, H K Road, Uppalli, Behind Bsnl Tower, Indavara, Chickmangalore, Karnataka-577101

Dear Mohammed Ruhaib,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000 (**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Mohammed Ruhaib
Date

Annexure No. 1: Fixed Salary Structure

Name: Mohammed Ruhaib

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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EMPLOYER PF	1600	EMPLOYER PF	19200
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GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Manoj N

#218 4Th Main,4Th Block,4Th Stage, Basaveshwaranagar,Bangalore
North, Bangalore,Karnataka-560079

Dear Manoj N,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Manoj N
Date

Annexure No. 1: Fixed Salary Structure

Name: Manoj N

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

V H Nandita

#192/47,Hmt Layout,3Rd Cross, Mathikere,Bengaluru,
Karnataka,India-560054

Dear V H Nandita,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

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Your place of work shall be confirmed at the date of joining.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

V H Nandita
Date

Annexure No. 1: Fixed Salary Structure

Name: V H Nandita

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Abdul Azeez

Govind Pura, 14Th Cross, Nagavara, Bengaluru, Karnataka, India-560045

Dear Abdul Azeez,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Abdul Azeez
Date

Annexure No. 1: Fixed Salary Structure

Name: Abdul Azeez

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Nimra Alam

#72/1,4Th A Cross,9Th Main, K N Extension,Subedarpalya,Yeshvanthpur,
Bangalore,Karnataka,India-560022

Dear Nimra Alam,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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3. COMPENSATION

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Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Nimra Alam
Date

Annexure No. 1: Fixed Salary Structure

Name: Nimra Alam

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Loknath B N

Behind Gurukula School,#6Th Cross, Vidyanagar,Doddaballapur,
Bangalore Rural,Karnataka India-561203

Dear Loknath B N,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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7. PLACEMENT & TRANSFER

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Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Loknath B N
Date

Annexure No. 1: Fixed Salary Structure

Name: Loknath B N

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
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DEDUCTIONS	1800	DEDUCTIONS	21600
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GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Divakara V
Gundlopolli, Bagepalli Taluk, Chikkaballapur, Karnataka - 561207

Dear Divakara V,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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Your place of work shall be confirmed at the date of joining.

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Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Divakara V
Date

Annexure No. 1: Fixed Salary Structure

Name: Divakara V

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Sheethal Nath S
#632,2Nd Main,'M' Block,Kuvempunagar,
Mysore,Karnataka,India-570023

Dear Sheethal Nath S,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

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4. SERVICE AGREEMENT

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Sheethal Nath S
Date

Annexure No. 1: Fixed Salary Structure

Name: Sheethal Nath S

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Sheethal

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Kammala Santhosh Kumar

Neerughattuvari Palli, Madanapalli, Chowdeshwarinagar, 4th Cross,
Chandra Reddy Building, Andhra Pradesh-517325

Dear Kammala Santhosh Kumar,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Kammala Santhosh Kumar
Date

Annexure No. 1: Fixed Salary Structure

Name: Kammala Santhosh Kumar

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Bugidi Sai Prasad
Nallaga Street, Kadiri, Anaparthi, Andhra Pradesh 515591

Dear Bugidi Sai Prasad,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
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Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Bugidi Sai Prasad
Date

Annexure No. 1: Fixed Salary Structure

Name: Bugidi Sai Prasad

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Mohammad Thajuddin

Alakemajal House, Bantwala Talik Idukidu Post, Dakshina Kannada,
Puttur 574220

Dear Mohammad Thajuddin,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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Your place of work shall be confirmed at the date of joining.

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After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Mohammad Thajuddin
Date

Annexure No. 1: Fixed Salary Structure

Name: Mohammad Thajuddin

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Chaganti Venkata Saipavan

1St Road, 8Th Cross, Vr Enclaves, 1St Road, Ananthapur,
Andhra Pradesh 515002

Dear Chaganti Venkata Saipavan,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
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5. INCREMENT & OTHER BENEFITS

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Chaganti Venkata Saipavan
Date

Annexure No. 1: Fixed Salary Structure

Name: Chaganti Venkata Saipavan

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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Selini

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Parvez Mulla
Bharapet Galli, Indi, Bijapur, Karnataka 586209

Dear Parvez Mulla,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

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4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Parvez Mulla
Date

Annexure No. 1: Fixed Salary Structure

Name: Parvez Mulla

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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EMPLOYER PF	1600	EMPLOYER PF	19200
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

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Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Chaganti Venkata Saipavan

1St Road, 8Th Cross, Vr Enclaves, 1St Road, Ananthapur, Andhra Pradesh 515002

Dear Chaganti Venkata Saipavan,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

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3. COMPENSATION

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Chaganti Venkata Saipavan
Date

Annexure No. 1: Fixed Salary Structure

Name: Chaganti Venkata Saipavan

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

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As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Kudari Chandra

Mosaipeta (Vill), Kanigir, Hm Padu (Man) Prakasam (Dist),
Andhra Pradesh 523227

Dear Kudari Chandra,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Kudari Chandra
Date

Annexure No. 1: Fixed Salary Structure

Name: Kudari Chandra

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUCATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shelini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Mohammed Faizan Rashid

No. 606, 9Th Cross, 1St Stage, 5Th Block, H B R Extension, Horamavu,
Kalyannagar, Bangalore, Karnataka- 560043

Dear Mohammed Faizan Rashid,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
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The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

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7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Mohammed Faizan Rashid
Date

Annexure No. 1: Fixed Salary Structure

Name: Mohammed Faizan Rashid

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medial Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.



Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Vaibhav Chauhan

#27, 1St Main, 1St A Cross, Rmv 2Nd Stage, Ashwath Nagar, Dollars Colony, Bangalore, Karnataka - 560094

Dear Vaibhav Chauhan,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

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3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

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4. SERVICE AGREEMENT

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5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Vaibhav Chauhan
Date

Annexure No. 1: Fixed Salary Structure

Name: Vaibhav Chauhan

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

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Selini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Ellur Vinay Prasad

No. 7-5-168, Raghavendar Residency, 4Th Floor 401, Rss Mutapp Jawar
Nagar Raichur, Karnataka 584103

Dear Ellur Vinay Prasad,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

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5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Ellur Vinay Prasad
Date

Annexure No. 1: Fixed Salary Structure

Name: Ellur Vinay Prasad

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Salini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

8th November 2022

Nabeed Munnna

Kanjira Thampoyil (H), Meenangadi Post, Puzhamkuni, Purakkadi,
Wayanad, Kerala 673591

Dear Nabeed Munnna,

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

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You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Nabeed Munnna
Date

Annexure No. 1: Fixed Salary Structure

Name: Nabeed Munnna

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
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MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATD NET SALARY (ANNUAL)**	345516

Notes:

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Selini

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Parental Insurance Policy

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Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Shalini

8th November 2022

Shaik Mustak

6-323-1, 6Th Ward Pamur, Pvakasam, Andhra Pradesh 523108

Dear Shaik Mustak

Offer Employment Agreement

(Strictly Private and Confidential)

We are pleased to offer you the position of “**Executive Client success**” with **Talent Recruit Software Private Limited**. We are sure that Talent Recruit will provide you a satisfying and challenging work environment along with a successful growth path.

1. DATE OF JOINING

You are requested to report for work on **1st July 2023** with all your original certificates. Failure to join on the specified date along with your original certificates shall result in the automatic termination of this appointment, without obligation on the Company to issue notice of such termination.

2. PROBATIONARY PERIOD

You will be on probation for a period of Six months from the date of your appointment. On successful completion of your probation period, you shall be absorbed in the regular employment of the Company.

3. COMPENSATION

Your total value of compensation to the Company shall be approximately 5,00,000(**Rupees Five lakh only**). The break-up of the same for the first year is referred below:

Particulars of Fixed Salary & Other Benefits	Amount in INR
Fixed Salary	4,00,000
Variable Pay	1,00,000

The break-up of your salary shall be as per the policies / rules of the Company. Please refer to the **Annexure No. 1** for more details on Fixed Salary Components.

4. SERVICE AGREEMENT

The Company would be providing you practical training for 6 months or more and considering the time & investment that would be made on your training, you would be required to sign a Service Agreement with the Company and the same will remain for **2 years from date of your joining**.

5. INCREMENT & OTHER BENEFITS

Your performance shall be appraised by the Management after completion of every quarter and compensation reviews shall happen in the month of January every year irrespective of the joining date. For the compensation review, you must minimum serve 6 months of regular employment to be eligible for the same. Your performance shall be the criteria to determine annual compensation increments and other benefits to you in future.



Other Benefits that you will get are briefly explained in Annexure No. 2.

6. NON-DISCLOSURE AGREEMENT

You would be required to sign the Company's standard Non-Disclosure Agreement (NDA) & Non-Competing Agreement, a copy of the same will be provided to you on the date of your joining.

7. PLACEMENT & TRANSFER

Your place of work shall be confirmed at the date of joining.

8. TERMINATION OF EMPLOYMENT

After joining, during the probation period, the Company may terminate your services without giving any notice. Post Probation, this contract of employment is terminable by the Company by giving Two Months' notice or pay Two Months' gross salary, as the Company may deem fit.

Subject to Clause 5, if you choose to terminate your employment with the Company, during or after the probation period but before completion of Two years of Continuous Service from date of your joining, you shall have to serve notice period of Two Months or pay Two Months' last drawn gross salary in lieu of the Notice Period subject to approval by the Company, whichever the case. In addition, you shall be also required to pay an amount equivalent to Six Months' gross salary based on last drawn salary. Any internship undertaken with the company before joining as a full-time employee shall not be included in Two Years of Continuous Service.

Post two years of continuous service from date of your appointment, your services may be terminated from either side after giving 2 Month notice or full salary in lieu there-of with management approval. At the time of termination, if there are any dues from you, the same may be adjusted against any money due to you on account of compensation or any other payment due to you from the company. In case of a shortfall even after recovering/ adjusting, the balance amount must be compensated by you in cash /cheque to Talent Recruit Software Private limited.

You will receive a detailed appointment letter at the time of your Joining.

We look forward to a long term and mutually rewarding relationship.

Yours sincerely,

For Talent Recruit Software Private Limited



Shalini Gupta
Director

ACCEPTED BY:

Shaik Mustak
Date

Annexure No. 1: Fixed Salary Structure

Name: Shaik Mustak

Offered Designation: Executive Client success

PER MONTH (AMOUNT IN INR)		PER ANNUM (AMOUNT IN INR)	
BASIC +DA	13334	BASIC +DA	160003
HRA	5333	HRA	64001
CONVEYANCE ALLOWANCE	1500	CONVEYANCE ALLOWANCE	18000
EDUCATION ALLOWANCE	200	EDUCATION ALLOWANCE	2400
OFFICE ALLOWANCES	5386	OFFICE ALLOWANCES	64627
OTHER ALLOWANCES	3590	OTHER ALLOWANCES	43085
MEDICAL REIMBURSEMENT	1250	MEDICAL REIMBURSEMENT	15000
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICLAIM	500	MEDICLAIM	6000
GROSS MONTHLY COMPENSATION	30593	GROSS YEARLY COMPENSATION	367116
DEDUCTIONS	1800	DEDUCTIONS	21600
EMPLOYEE PF	1600	EMPLOYEE PF	19200
EMPLOYER PF	1600	EMPLOYER PF	19200
GRATUITY	641	GRATUITY	7692
MEDICAL INSURANCE*	500	MEDICAL INSURANCE	6000
PT	200	PT	2400
TDS(WILL BE CALCUATED ON ACTUALS)**	0	TDS**	0
ESTIMATED NET SALARY (MONTHLY)**	28793	ESTIMATED NET SALARY (ANNUAL)**	345516

Notes:

*Approx. amount towards Medical Insurance, Default Rs. 2 lacs coverage is included for self. The policy can be extended up to Rs. 3 lacs by adding your spouse/kids with additional deduction.

**Net Monthly / Yearly salary including other benefits, if any shall be subject to Income Tax deductions (TDS) that will be based on your savings details provided to HR Team.

Shalini

Annexure No. 2: Other Benefits

Parental Insurance Policy

As per Company Policy, you can opt for the parental insurance policy and the insurance premium shall be deducted from your monthly salary.

Group Personal Accident Policy

As per Company Policy, we provide group personal accident policy of Rs. 5 lac coverage to all employees

Variable Pay

Your total value of compensation to the company includes yearly variable pay of up to 1,00,000 (**Rupees one lakh only**), which will be paid to you based on your performance as per the policy of the Company.

Salini

Dated: 06-01-2023

To,
Mr. Sunil N
Presidency University,

Dear Sunil N,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Sunil N	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mr. Punith S K
Presidency University,

Dear Punith S K,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Punith S K	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mr. Mehul Sinha
Presidency University,

Dear Mehul Sinha,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Mehul Sinha	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mrs. Sneha K M
Presidency University,

Dear Sneha K M,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Sneha K M	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mr. Malepati Sree Chetan
Presidency University,

Dear Malepati Sree Chetan,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet

Name : Malepati Sree Chetan
Position : Jr. Engineer – Software
Date Of Joining : 01.06.2023
Location : Bangalore

Your Compensation and Benefits package

(All Figures in Rupees)

	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mrs. Nethravathi G R
Presidency University,

Dear Nethravathi G R,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Nethravathi G R	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children



Dated: 06-01-2023

To,
Mrs. Madhushree R
Presidency University,

Dear Madhushree R,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023**.

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

We welcome you to the Technoforte family and wish you a rewarding career over the years to come.

Yours Sincerely,



Priti Sharma
Head – HR Department

DECLARATION

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Signature:

Date:



Total Remuneration Work Sheet		
Name	: Madhushree R	
Position	: Jr. Engineer – Software	
Date Of Joining	: 01.06.2023	
Location	: Bangalore	
Your Compensation and Benefits package (All Figures in Rupees)		
	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	27269	327228
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		360004

You are also entitled to the following additional benefits:

*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum

*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children





September 30, 2022

Sowhardh C K

Dear Sowhardh C K,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Sowhardh C K

Annexure -A		
Name	Sowhardh C K	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Sowhardh C K

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Thanusha M

Dear Thanusha M,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Thanusha M

Annexure -A		
Name	Thanusha M	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Thanusha M

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Dileep Kumar V Bikkina

Dear Dileep Kumar V Bikkina,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Dileep Kumar V Bikkina

Annexure -A		
Name	Dileep Kumar V Bikkina	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Dileep Kumar V Bikkina

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Arshiya Sabhat

Dear Arshiya Sabhat,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.



Arpana Parasar
Chief People Officer

Accepted:

Arshiya Sabhat

Annexure -A		
Name	Arshiya Sabhat	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Arshiya Sabhat

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Chandana Lankesh

Dear Chandana Lankesh,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

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- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Chandana Lankesh

Annexure -A		
Name	Chandana Lankesh	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Chandana Lankesh

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

T Likhitha

Dear T Likhitha,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

T Likhitha

Annexure -A		
Name	T Likhitha	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

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Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

T Likhitha

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Tejamani D R

Dear Tejamani D R,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Tejamani D R

Annexure -A		
Name	Tejamani D R	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

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Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Tejamani D R

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Saswata Mitra Majumdar

Dear Saswata Mitra Majumdar,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

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Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Tricon Infotech is a growing and ever-expanding organization. The future of the company is limitless. We know you will enjoy working with us and we look forward to a long association together.

**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Saswata Mitra Majumdar

Annexure -A		
Name	Saswata Mitra Majumdar	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

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The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Saswata Mitra Majumdar

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



September 30, 2022

Shilpa N

Dear Shilpa N,

EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

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Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- a. Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- b. Satisfactory evaluation after probation.

Kindly send your acceptance of this offer by replying to the email. If not accepted within 1 week, this offer is liable to lapse at the discretion of Tricon Infotech. On your acceptance of this offer, a formal letter of appointment will be issued to you at the time of joining. Your employment will be governed by the rules, regulations, and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

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**Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar
Chief People Officer**

Accepted:

Shilpa N

Annexure -A		
Name	Shilpa N	
Designation	Associate Software Engineer	
Total Fixed Compensation	Per Month	Per Annum
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
(A). Total Net Salary	41614	499368
Additional Benefits		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
(B). Total Benefits	3387	40644
(C). Total Fixed Salary (A+B)	45001	540012
(D). Annual Performance Pay	5000	60000
Total CTC (C + D)	50001	600012

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Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,
FOR TRICON INFOTECH PVT. LTD.

Accepted:



Arpana Parasar
Chief People Officer

Shilpa N

ANNEXURE – B

Please submit the originals and two sets of photocopies of the following documents. All your originals will be returned after verification by Human Resources Department on the same day and copies will be retained for HR records.

1. Date of Birth proof.
2. Educational mark sheets (all semester/year mark sheets) - 10th Standard to highest degree attained.
(Photocopies should be including both front and back sides of the mark sheets and certificates)
3. Four copies of your recent Passport size color photograph.
4. Proof of identity – Aadhar Card and PAN card.
5. Address proof (current or permanent) - most recent BSNL phone bill, Electricity bill, Water bill, Rental Agreement

Ration card or Passport. If any of these documents are not on your name, same can be produced on your parent's name.

Note: Please note that all the above documents are mandatory, and we will not be in a position to complete joining formalities without these documents.

In case of any query, kindly keep in touch.

Lakshmi Vishwanath

E-Mail: lakshmi.vishwanath@triconinfotech.com

Shanthala Hegde

E-Mail: shanthala.hegde@triconinfotech.com



Offer Letter

Date : Tuesday, March 28, 2023

Dear **B Rakesh**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	B Rakesh
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Nischay Anand**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Nischay Anand
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Siddesh G S**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Siddesh G S
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Daruru Prem Kumar Chowdary**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Daruru Prem Kumar Chowdary
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Disha B**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Disha B
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Khureshi Irfan**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Khureshi Irfan
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Pathi Jagadesh**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Pathi Jagadesh
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Pothana Taraka Sai Tarun,**

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Pothana Taraka Sai Tarun
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Thimmana Charan Ajay Kumar**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Thimmana Charan Ajay Kumar
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Chavva Venkata Sandeep Kumar Reddy**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Chavva Venkata Sandeep Kumar Reddy
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Akshay**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Akshay
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Dakka Chandra Kanth**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Dakka Chandra Kanth
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Gajjala Chetan Reddy**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Gajjala Chetan Reddy
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Hari Krishnan G K**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Hari Krishnan G K
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Jagadeeshan G,**

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Jagadeeshan G
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Pavan S,**

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Pavan S
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Sneha M S**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Sneha M S
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits - All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.

This clause is applicable only if there has been a notice-period buyout by BYJU'S.

9. Probation - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

10. Separation and Notice Period - After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company

30 days of notice in writing or 30 days of salary in lieu of such notice.

- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Annexure - B

Adhoc Allowances(if applicable) will comprise one or all of the below allowances basis your overall fixed CTC.

Allowance	Maximum Amount	Tax Treatment
Mobile & Broadband Allowance	Up to INR 1000 per month for mobile and broadband each	Non-taxable upon submission of required proofs
Research Allowance	Up to INR 30000 per annum	
Fuel Allowance	Up to INR 2400 per month based on CC capacity and type of the vehicle	
Driver Allowance	Up to INR 900 per month	
Special Allowance	Balancing Component	Taxable

General Guidelines

- All these elements will be within the fixed part of the employee's compensation, a detailed breakup of adhoc allowances will depend upon the fixed CTC, and will be shared in the payslip
- Detailed guidelines on these will be shared post your onboarding
- All the above allowances will be considered taxable through the year, however, on the production of required bills over the quarterly window, tax exemption will be provided as per the rules laid out above
- Employees are required to keep a copy of the bills as proof of expenses incurred through the quarterly cycle and submit the same in the quarterly window
- The above-mentioned tax benefits will be applicable only for those employees who opt for the Old Income Tax Regime and not the new one
- 'Special Allowance' component is a part of taxable income



Offer Letter

Date : Tuesday, March 28, 2023

Dear **Suha Afreen**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Associate Core Collections - Digital Finance** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Digital Finance** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, April 26, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, April 26, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Associate Core Collections - Digital Finance
Department	Digital Finance
Employment Type	Regular
Work Location	TLPL, Kalyani Tech Park, opposite to Brookfield Hospital, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037

Fixed Compensation: ₹ 350000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 350000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, April 26, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Annexure - A

Compensation Details	
Name	Suha Afreen
Designation	Associate Core Collections - Digital Finance
Date Of Joining	Wednesday, April 26, 2023
Annual Cost To Company(CTC)	₹ 350000
Fixed Compensation	₹ 350000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹180,600.00
House Rent Allowance	₹90,300.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹40,700.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹328,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹306,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.

***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund