

04 Jul, 2025

Subject: Offer of Employment("Offer")

Dear VIVEK ANIL CHOUDHARI,

Congratulations on your selection at [REDACTED] – A fast growing [REDACTED] We are pleased to extend this offer to you to join our highly energetic and innovative team helping Fortune 500 companies modernize and transform their business.

Job Profile – **Engineer**
Department – **Technology**
Location – **Kalyani Nagar, Pune**

This offer and your employment with the Company are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment and your compliance of all other terms and conditions mentioned in this Offer.

Your employment with the Company will be governed by [REDACTED] Terms of Employment. You are required to carefully read and understand these Terms of Employment and accept the same as a part of accepting this Offer. [REDACTED] shall be entitled to make alterations to Company policies from time to time at its sole discretion (including altering the Terms of Employment). All such policy decisions of [REDACTED] shall be binding on you and shall override this Agreement to that extent.

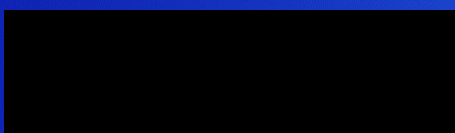
The Annexures to this Offer form an integral part of this Offer and are binding on you as a part of the Offer itself. Please note that you are required to submit a signed copy of this letter along with copies of the following, on the day of your joining:

- Annexure 1 – Compensation and Benefits details.
- Annexure 2 – Mandatory Documentation.
- Annexure 3 – Candidate declaration.
- Annexure 4 – Terms of Employment.

Note:

(i) Each page of this Offer along with the Annexures (including self-attested documents as per Annexure 2) must be signed and submitted/uploaded on or before the date of your joining or within the timelines as may be indicated by the Company. Non-compliance of this term shall result in termination of employment.

(ii) You are required to also send an accepted scanned copy of this Offer (including annexures, signed on each page) to [REDACTED]



ANNEXURE 5 – CTC BREAKDOWN:

EARNINGS	MONTHLY	YEARLY
Basic	41,659.17	4,99,910.00
HRA	20,829.58	2,49,955.00
Special Allowance	45,890.83	5,50,690.00
Internet Allowance	1,250.00	15,000.00
SUB-TOTAL (A)	1,09,629.58	13,15,555.00
BENEFITS AND CONTRIBUTIONS (PART - B)		
Insurance	2,083.33	25,000.00
PF - Employer	1,800.00	21,600.00
PF - Other Charges	150.00	1,800.00
Employee Gratuity contribution	2,003.75	24,045.00
SUB-TOTAL (B)	6,037.08	72,445.00
TOTAL (A + B)	INR 1,15,666.67	INR 13,88,000.00
BONUSES		AMOUNT
AVPPS		1,11,040.00
TOTAL BONUSES (C)		INR 1,11,040.00
Total (A + B+C)		INR 14,99,040.00

Please note: The AVVPS payout is indicative and depends on your performance, the Company's performance, and your individual chargeability. For complete details and information on other applicable bonus components please refer to Annexure 1.

Insurance Details:

- Health Insurance (GMC) Medical Insurance:
 - 5,00,000 Base Policy covering Employee, either of 2 dependent parents or parents-in-law, spouse and 4 Children
- Personal Accident Insurance (GPA): 10,00,000
- Term Life Insurance (GTL)- Self: 25,00,000

Offer Acceptance:

