

**LETTER OF INTENT**Date: **11-Sep-2024**

Name: Akhil Anupoju
College: Bangalore Institute of Technology

Dear **Akhil**,

Thank you for exploring career opportunities with MathCo (TheMathCompany Pvt Ltd). You have successfully completed our selection process, and we are pleased to extend an offer for the position of **Trainee Analyst** based at our **Bengaluru** office.

At MathCo, our mission is to be the **enterprise AI partner of choice** for the world's leading companies, and we look forward to you joining us in this journey. We are confident that you will find MathCo an inspiring and enriching environment to learn, grow and do high impact work.

Your journey with MathCo will begin with the **Challengers** program, a comprehensive and customized training designed to prepare you to reach your full potential in your specialization. This program will ensure a seamless transition into the corporate world and provide you with a glimpse into MathCo's culture of meritocracy, growth, and collaboration, with individuals at the core of our values.

Enclosed with this letter, you will find important information regarding your compensation and benefits package.

You will receive your formal offer letter along with your joining date in due course.

Thanking You,

Ashish Thomas Sam
Head - People & Operations
Authorised Signatory
TheMathCompany Private Limited



Compensation and Benefits Package:

Your annual compensation will be **₹5,50,000** which includes a fixed compensation of **₹4,50,000** and a performance bonus of **₹1,00,000**. MathCo thrives on a meritocratic culture, where outstanding performance is rewarded not just with bonuses but also through a well-structured growth plan and tailored learning programs.

Compensation Breakup (in INR)				
Particulars	2025	2026	2027	Total CTC
Total Cost to Company from joining till June 2026	* ₹ 4,50,000			
Performance based bonus to be paid in June 2026	** ₹ 1,00,000			
1 st Compensation revision – July 2026		* ₹ 6,00,000		
Performance based bonus to be paid in June 2027		** ₹ 2,00,000		
2 nd Compensation revision – July 2027			* ₹ 8,50,000	
Performance based bonus to be paid in June 2028			** ₹ 4,00,000	
Total Fixed Cost to Company				₹ 19,00,000
Wealth creation opportunity in 3 years				₹ 7,00,000

*Per annum

** max of

- All pay-outs are subject to tax deductions as per existing tax laws.
- Annual performance bonus to be paid along with June salary subject to being on the roles of the company and not serving notice period
- Annual performance bonus for the first three years and compensation revision will be based on individual and company performance



COMPENSATION DETAILS OF YEAR 1

Compensation Details		
Particulars	Monthly	Yearly
Basic Salary	₹ 18,750	₹ 2,25,000
House Rent Allowance	₹ 7,500	₹ 90,000
PF Contribution (Employer Contribution)	₹ 1,800	₹ 21,600
Special Allowance	₹ 9,450	₹ 113,400
Total Fixed Compensation	₹ 37,500	₹ 4,50,000
Performance Based Bonus		₹ 1,00,000
Total Cost to Company		₹ 5,50,000

- Bonus Pay calculation will consider individual performance, measured against pre-defined goals, and the company's overall performance during the Financial Year, with a maximum amount of up to **₹1,00,000**. The Bonus Pay is subject to tax deductions and will be pro-rated based on the employee's tenure with the company. To be eligible for the Bonus Pay, employees must be in the company's rolls at the time of payout and must not have resigned, exited, or been serving notice.
- Special Allowance is a versatile component within the compensation package, which includes various allowances such as Gift Allowance (Mandatory)
 - LTA,
 - Food Coupons,
 - Telephone Allowance,
 - Gym and Wellness Benefits,
 - Gadget Allowance,
 - Petrol and Vehicle Maintenance Allowance,
 - Driver Allowance, and
 - NPS Contributions.
- We also take your health and well-being seriously. As an employee of MathCo, you and your immediate family (including yourself, your spouse, two children, and parents or in-laws) will be covered under our **Group Health Insurance plan**, which provides coverage up to **₹5,00,000** per annum. In addition, we offer a **Group Personal Accident Insurance** cover of **₹20,00,000** and a **Life Insurance** cover of **₹25,00,000**. Detailed information regarding these benefits will be available upon your joining.