



Arcesium India Private Limited  
Building No. 12C, Floor Nos. 12 (Part)  
13 and 14 (Part), Mindspace, Cyberabad  
S. No. 64 (Part)  
M/s. Sundew Properties Ltd., IT/ITES SEZ  
at Madhapur Village, Serilingampally Mandal  
Ranga Reddy District, Telangana  
India - 500 081

CIN: U72200TG2015FTC098826  
Phone: (+91) 40-4639-0000

07-Aug-20

Mr. Anish Arvind Patil  
B - 10, 2<sup>nd</sup> Floor, Shri Vignesh Apartment  
New Goods Shed Road  
Belgaum, Karnataka - 590001

Dear Anish:

It is our sincere pleasure to make you this formal offer for the position of Software Engineer in Arcesium India Private Limited ("Organization").

Upon your acceptance of our offer and subsequent joining, you will be paid a gross base compensation of ₹1,600,000 (Rupees Sixteen Lakhs Only) per year. You will be eligible for a guaranteed bonus of ₹250,000 (Rupees Two Lakhs Fifty Thousand Only) for the year 2021 and ₹250,000 (Rupees Two Lakhs Fifty Thousand Only) for the year 2022. Guaranteed bonus for the year 2021 will be pro-rated based on your actual date of joining. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹150,000 (Rupees One Lakh Fifty Thousand Only) which will be payable along with your first month's salary.

You are granted an award of ₹1,100,000 (Rupees Eleven Lakhs Only) under the Organization's 'Long Term Incentive' program. The vesting schedule of the grant award is detailed in Annexure I to this letter. All payments under this program are contingent on you being employed by the Organisation when the vested award is paid out, and are subject to the terms and conditions of the said program.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

The offer is contingent on:

- (i) The successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
- (ii) Your acceptance of the terms of the Organisation's employment agreements and policies existing and modified from time to time.

You will be required to join the Organisation on or before 19-Jul-21. Please report at 10:00 hrs. at Building No. 12C, Floor 13, Mindspace Cyberabad, Madhapur.

Should you accept the offer, in case of termination for any lawful reason/resignation of services either party will be required to give two (2) months' notice in writing.

We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,

Ranvijay Lamba  
Managing Director

Accepted

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Anish Arvind Patil

**Annexure I**

**Details of Compensation and Key Employee Benefits**

Name : Anish Arvind Patil  
Position : Software Engineer

<b>PARTICULARS</b>	<b>₹</b>	<b>₹</b>
	<b>Per Month</b>	<b>Per Year</b>
<b>A. Gross Base Compensation</b>		
• Basic Salary	65,520	786,240
• House Rent Allowance (40% of Basic Salary)	26,208	314,496
• Flexible Benefits (Note 1)	30,593	367,115
<b>B. Standard Benefits</b>		
• Organization Contribution to Provident Fund	7,862	94,349
• Gratuity as per the Payment of Gratuity Act, 1972	3,150	37,800
<b>Total Gross Base Compensation</b>	<b>133,333</b>	<b>1,600,000</b>
<b>C. Annualized Guaranteed Bonus (Note 2)</b>		
• Year 2021		250,000
• Year 2022		250,000
<b>D. Onetime Signing Bonus (Note 3)</b>		150,000
<b>E. Key Employee Benefits *</b>		<b>Value of Benefit</b>
• Group Personal Accident Insurance (Note 4)		6,400,000
• Group Medical Insurance for Dependents (Note 5)		500,000
• Group Term Life Insurance (Note 6)		6,400,000
• Relocation Assistance (Note 7)		70,000
• Higher Education Support (Note 8)		100,000
• Employee Meals (Note 9)		125,000
• Cab Facility (Note 10)		42,000

\* The values provided against employee benefits are indicative and are subject to change as per the Organization's policies from time to time.

<b>Long Term Incentive Award**</b>	<b>Long Term Incentive Award vesting schedule</b>			
	31-Dec-22	31-Dec-23	31-Dec-24	31-Dec-25
<b>₹1,100,000</b>	₹275,000	₹275,000	₹275,000	₹275,000

\*\* This award is subject to the terms of the Long Term Incentive Award Program and the said amounts are not due until their respective vesting dates indicated above.

**Notes:**

**Note 1- Flexible Benefits:** You will be eligible to claim Income Tax benefits for all the actual expenses under Leave Travel Assistance prorated from your date of joining and subject to the internal limits prescribed. Any balance amount after reimbursement under any of the benefits mentioned will be paid as Special Allowance.

**Note 2- Annualized Guaranteed Bonus:** 2021 guaranteed bonus will be prorated from your date of joining and will be contingent on you being employed by the Organization when the guaranteed bonus is paid out in Jan'22. 2022 guaranteed bonus will be paid in two equal tranches; first tranche payment will be made along with June'22 payroll and the second tranche payment will be made along with Jan'23 payroll and will be contingent on you being employed by the Organization when the guaranteed bonus is paid out.

**Note 3- Signing Bonus Recovery:** In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of joining, the entire signing bonus paid to you will be recovered in full including all applicable taxes. The recovery will be deducted from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

**Note 4- Group Personal Accident Insurance:** You will be covered under this Plan up to ₹1 Crore or four times of your annual gross base compensation, whichever is less.

**Note 5- Group Medical Insurance for Dependents:** You and your family (up to five dependents) will be covered under the Group Medical Insurance Plan for ₹5 Lakhs.

**Note 6- Group Term Life Insurance:** You will be covered under this Plan up to four times of your annual gross base compensation.

**Note 7- Relocation Assistance:** In case you are getting relocated from outside Hyderabad, relocation assistance will be provided as follows:

- i. Economy class air fare for you and your immediate family (spouse and children only)
- ii. Reimbursement of actual expenses for shifting of personal effects subject to a maximum amount of ₹25,000.
- iii. Organization provided accommodation for two weeks. To avail the facility, you are required to inform the Human Capital Department at least 15 days prior to your date of joining.

In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of joining, the entire relocation assistance provided to you will be recovered in full including all applicable taxes. The recovery will be made from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

**Note 8- Higher Education Support:** You can claim financial assistance for higher education for a maximum of ₹100,000 per calendar year. In the event your employment is terminated by us for cause or in case of voluntary resignation within two (2) years from the date of payment, the entire amount paid to you will be recovered in full including all applicable taxes. The recovery will be deducted from the Full and Final settlement due to you and any shortfall will be payable by you to the Organization before your last working day with the Organization.

**Note 9- Employee Meals:** Breakfast, Lunch, Evening Snacks & Dinner are provided and the value indicated is subject to change as per the Organisation's policies.

**Note 10- Cab Facility:** You can avail the home drop facility provided by the Organization, if you are working beyond 8:00 PM for work related reasons. You can also avail this facility, if you are required to work over the weekend.