

17 Nov 2021

To
KAMISSETTI RAJESH
D.NO: 3-128 Kondagunturu Pakallu, Bommuru, Rajahmundry (cCty), East Godavari, Andhra Pradesh: 533124.

Sub- Offer of Employment: Maybright Ventures Private Limited and its subsidiaries ('the company')

Dear KAMISSETTI,

On behalf of Maybright Ventures Private Limited and its subsidiaries. (the "Company"), Kolkata, we are very pleased to issue this offer letter for the position of **Associate Software Engineer**. You shall be deputed at **Bengaluru**. This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is subject to your acceptance of terms of the employment agreements referenced below and is contingent on a candidature reference and successful completion of the background check done by the Company.

Joining Date and Salary

Unless we mutually agree otherwise in writing, you will commence employment on **06 Dec, 2021** (the "Start Date"). Your starting salary will be **INR. 7,50,000/- (Seven Lakh Fifty Thousand only)**, per annum, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Out of this, **INR. 4,00,000/- (Four Lakhs only)** will be paid to you as a fixed salary on a monthly basis, **INR. 50,000/- (Fifty Thousand only)** is your performance bonus paid during annual review, **INR. 1,50,000/- (One Lakhs Fifty Thousand only)** is long term incentive which shall be paid in **4 instalments** (as per table below) and it shall be refunded to the company in case you terminate the employment within **6 months from the payout date** and **INR 1,50,000/- (One Lakh Fifty Thousand Only)** is your up-skilling allowance which shall be paid directly to up skilling partner. It shall be refunded to the company in case you terminate the employment within **18 months from the joining date**.

Sl. No.	Milestone for Long Term Incentive	Amount to be paid
1	On completion of 6 months	INR. 25,000/- (Twenty Five Thousand only)
2	On completion of 12 months	INR. 25,000/- (Twenty Five Thousand only)
3	On completion of 18 months	INR. 50,000/- (Fifty Thousand only)
4	On completion of 24 months	INR. 50,000/- (Fifty Thousand only)

The detailed compensation breakup is given in the enclosed Annexure. Your base salary is inclusive of both the employer's and the employee's provident fund contributions. Your salary will compensate you for all hours worked, excluding payments for any overtime. You will be eligible for a yearly performance assessment and salary adjustments as per the company's policy.

On acceptance of this offer letter, your employment will be conditional on, and subject to, the terms of a written employment agreement between you and the Company (the "Employment Agreement").

You will be on **probation** for a period of **6 months**. During this period, you or the Company may terminate the employment agreement at any time with a minimum of 1 month notice. After the probation period, you or the Company may terminate the employment agreement at any time with a minimum of **3 months notice**.

Irrespective of the background check conducted by the Company, in case you are not an Indian national and required to obtain applicable visa/ work permit/ authorization or permission from appropriate government authorities to work in the country, you are required to ensure all such permissions are obtained before commencement of employment and submit a copy to the Company. The validity of the offer letter shall cease to effect, if it is found that you do not have required work permit / authorization / visa, as the case may be, to work in India.



CIN: U74900WB2016PTC209209

Registered Office: PS Srijan Corporate Park, Unit- 1204, Tower- I, Plot- G2, Street No. 25, GP Block, Sector V, Kolkata - 700091, India

Phone: 033 66452400 Email: compliance@mpokket.com Website: www.mpokket.com

If you wish to accept employment with the Company, please indicate so by either by accepting the offer online on the Portal (Details mentioned in the email) or by sending an email confirmation to Human Resource Department. In case you do not confirm your acceptance on the terms of employment as given in this letter of employment within 48 Hours from the date of issuance, then the offer of employment shall stand rescinded. The Company reserves the right to withdraw this offer of employment made to you, before your acceptance of the same.

This offer is valid subject to you submitting all the documents listed in this letter as well as a positive reference. You shall be required to either upload following documents or bring the same on your date of joining.

1. Copy of Aadhaar Card
2. Copy of PAN Card
3. Your Professional and academic qualification certificate(s) - 10th Standard onwards
4. Details of your last revised compensation e.g. your last Pay-slip
5. Form 16 from your previous employer/ salary certificates
6. One cancelled cheque (Name Imprinted) or Cancelled cheque with Passbook
7. 4 Passport Size Photographs (To Carry on your date of joining)
8. UAN Card Copy and EPF Passbook Copy Wishing you success in your career with us.

We are very excited about the possibility of you joining us. We hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let us know if we can answer any questions for you about any of the matters outlined in this letter.

Thanks & Regards,
For Maybright Ventures Private Limited and its subsidiaries,

Sushmita Majumdar
Lead, Human Resource

THIS IS SYSTEM GENERATED LETTER AND DOES NOT REQUIRE SIGNATURE



Annual CTC Breakup

EARNINGS	MONTHLY	YEARLY
Basic	16,667.00	2,00,000.00
Conveyance Allowance	1,600.00	19,200.00
HRA	8,333.00	1,00,000.00
Special Allowance	3,981.00	47,780.00
SUB TOTAL	30,581.00	3,66,980.00
Gratuity	802.00	9,620.00
PF - Employer	1,800.00	21,600.00
PF - Other Charges	150.00	1,800.00
TOTAL (A)	33,333.33	4,00,000.00
BONUSES		AMOUNT
Performance Bonus		50,000.00
Long Term Incentive		1,50,000.00
Up-Skilling Bonus		1,50,000.00
TOTAL BONUSES (B)		3,50,000.00
TOTAL (A+B)		7,50,000.00

Note: - The components of the compensation indicated above may be modified by the Employer in accordance with its standard payroll practices. Please read the policies on joining and you will also get a detailed understanding during the induction.

1. The performance component, if any, which is a part of your cost to the company, shall be declared for all employees on a pro-rata basis from the date of joining of the respective appraisal year. The performance bonus policy shall be applicable to only those employees who are active employees and not in the resigned or serving notice period status on the date of the pay out. The rolling performance bonus policy of the company is subject to changes,
2. All tax implications arising out of your salary structure shall be borne by you,
3. Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing,
4. **Gratuity:** Payment will be made as per Payment of Gratuity Act and is part of the CTC,
5. **Group Mediclaim Policy:** You will be eligible for Mediclaim Benefit, as per Company Group Mediclaim Policy. You can enroll yourself and your family (Spouse + 2 Kids),
6. **Group Accidental Policy & Group Term Life Policy:** You will be eligible for Group Term Life Policy as per the company policy
7. Upskilling allowance shall be directly used for your Upskilling.



THIS IS SYSTEM GENERATED LETTER AND DOES NOT REQUIRE SIGNATURE



CIN: U74900WB2016PTC209209

Registered Office: PS Srijan Corporate Park, Unit- 1204, Tower- I, Plot- G2, Street No. 25, GP Block, Sector V, Kolkata - 700091, India

Phone: 033 66452400 **Email:** compliance@mpokket.com **Website:** www.mpokket.com