

April 01, 2022
Mr. Balaji J

Dear Balaji,

Congratulations!

We are pleased to confirm your appointment with the Company. You will be initially appointed to the position of “**Data Engineer**” and your Date of Joining is 16th May 2022. You will report to the Data Engineering Manager, who will determine your roles and responsibilities which may evolve over time.



Our Purpose

We, as a team, are constantly driving our purpose in every day's work. We are driven by our relentless urge to dig deeper in extracting actionable insights from data. We challenge ourselves constantly to learn and deliver best in class solutions. We own our client's success by consistently creating value in their analytics transformation journey.



What will excite you

As a Data Engineer, you would get the opportunities to apply and design data pipelines to accurately reach the best suited answers for our problem statements. You will be responsible for continuously improving processes with focus on automation and partner with different teams to develop system capability.



Culture

Our employees thrive and succeed with consistent learning opportunities and inclusive culture. Our passion to empower, enable and recognize them lets them perform to the best of their capabilities. We believe in the career progression of our people and provide them with a well carved out path to grow and enrich while working with us.



Offerings



Decision Point is known for its fast-track career growth and helping its employees rise. We are a diverse group of individuals who come with a mix of distinctive and overlapping strengths to participate in an agile, hypergrowth environment, with an objective to create meaningful change in the world.

Journey ahead



We feel so delighted to offer you the position of Data Engineer. You are on your way to become a proud DPian. Get ready to work with people of exceptional quality, excellent mindset and collaborative attitude.

Your letter of employment is attached herewith for your reference and acceptance. Feel free to connect with your HR SPOC in case of any queries. We are really excited to welcome you aboard shortly and look forward to you making exceptional changes in your career trajectory.



The origin

We started back in 2012 with a 2 members team which has grown to 250+ now, delivering AI & advanced analytics solutions, and serving over 50+ clients, across North America, Latin America, Europe, Africa and Asia in the CPG, Retail, Electronics and Healthcare sector. We have come a long way since we began and, believe us, it has been quite an exciting journey for us.



Our focus area

We are analytics think tank with a focus on delivering business impact at scale. We hold expertise in strategically engaging our clients throughout their analytics transformation process. We care for our client's business as our own and help them make significant and lasting improvements to their performance by institutionalizing analytics in their decision-making process. We cross boundaries and churn the sum-total of siloed information assets to uncover breakthrough insights which our clients act on.



Who makes us “US”

We are one global team of data scientists, business consultants and tech savvy engineers who are passionate about extracting every ounce of value from data. We’ve built a firm equipped to solve business problems using cutting edge A.I technologies.



What differentiates us from others

Our analytical and technology solutions make us the preferred partner of our clients. From implementing revenue growth management initiatives to building game changing Sales-force A.I capabilities, we have expertise in the most critical transformation themes for organizations today. In addition to this, our experience in building big data based products and platforms with machine learning and deep learning capabilities, along with our analytical capabilities, differentiates us from others.



Work Hard and Party Harder

Above all, we believe in saying, “Work Hard and Party Harder”. You will find your time here not only full of opportunities but also full of enjoyment. Fun Fridays, Happy Hours, Focus Groups, Event celebrations, Informal Connects are all under one roof which gives you access to connect to your peers more frequently, which has been becoming increasingly significant than ever, especially in this new model of working post pandemic.



Company dynamics

What will be exciting for you more than our fun culture is our flexible working culture, diversified workstreams, flat hierarchy and easy access to the leadership team. We believe that these combined benefits help you deliver to the best of your capabilities and, at the same time, let you diversify your profile.

Your journey is going to be nothing less than amazing with us.



Dear Balaji,

Your offer details are mentioned below:-



Compensation & Benefits

Your CTC will be INR 8,25,000 per year (Rupees Eight Lakhs and Twenty Five Thousand only), the maximum total cost to the company. Your Fixed component will be INR 7,50,000 per year. According to the current bonus policy of the company you will be eligible for an annual bonus of INR 75,000. The Bonus Payment will be made at the completion of one year at the firm (April 2023). Details are mentioned in Annexure A & B.

All payments made by the Company will be in accordance with the taxation norms prescribed under the Income Tax Act, 1961.

Out-of-pocket business expenses incurred by you will be reimbursed according to the Company's expense reimbursement policy.



General Policies

Your employment will be in accordance with the rules, regulations, and policies of the Company, as amended from time to time. You agree that to the best of your ability and experience you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you, pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your employment, you will devote all of your business time and attention to the business of the Company and the Company will be entitled to all of the benefits and profits arising from or incident to all such work, services and advice. During the term of your employment, you will not, either directly or indirectly, render any services of a commercial or professional nature to any person or organization.

- If any information furnished by you to the Company is found to be false or inaccurate, or if you are found to have wilfully suppressed any material information, the Company shall be entitled to terminate your employment without notice.
- The operational hours for employees are one of the two which is either 10:30 AM to 7:30 PM or 1:00 PM to 10:00 PM (Monday to Friday) depending on the team/ project's requirement and clients' geography. However, the work and deadlines normally decide the working hours for people.





Notice Period:

Your employment with the Company will be liable for separation by either party by giving two-months' notice. However, the Company may terminate your services with one day's notice if dismissal is due to misconduct or for disciplinary reasons. Your probation period with the company is for 6 months. On acceptance of the notice of separation, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copies or extracts thereof.



Invention Assignment, Proprietary Rights

You shall agree that the proprietary rights in any or all inventions, designs, applications, or work systems which you have made or developed, wholly or partially, during your employment with the Company, shall be the exclusive property of the Company.



Competing Companies

You agree not to join or work for any company which is a competition to Decision Point clients during the time you are associated with Decision Point Pvt. Ltd. and for a period of 2 years after.



Non-Disclosure Agreement

On the acceptance of the offer, you are bound to the non-disclosure agreement, the details of which are mentioned in Annexure C.



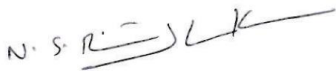


Onboarding Information

Your onboarding will be triggered from our internal portal. You must complete all the joining formalities and upload all the required documents a week before joining. Your HR SPOC will get in touch with you for more details.

Sincerely,

For & On behalf of Decision Point Pvt. Ltd.



Ravi Shankar
CEO – Decision Point Pvt. Ltd.

Acceptance:

I accept the offer as per the terms and conditions mentioned above.

Signature:
Date:



Annexure (A)

Gross Salary Sheet		
Salary Breakup		
Name	Balaji J	
Designation	Data Engineer	
Components		
	Monthly CTC	Annual CTC
Basic Salary	31,250	3,75,000
House Rent Allowance	18,750	2,25,000
Special Allowance	12,500	1,50,000
Fixed Compensation (A)		7,50,000
Mediclaim (B)		
<i>Employee Mediclaim</i>	500	6,000
Annual Component (C)		
<i>Bonus</i>		75,000
Total (A)-(B)+(C)	62,000	8,19,000
Benefits Summary		
Mediclaim Insurance	Refer to Annexure B	
Gratuity	Refer to Annexure B	

*(NOTE - All Payments are Subjected to Tax Deduction)



Annexure (B)

Monetary Benefits	Summary
Basic Salary	The fundamental salary component to which many others compensation components are linked.
House Rent Allowance	Maximum 50% of the basic salary per annum to be used for house rent.
Annual Bonus	You are entitled to annual bonus annually. Payment is due along with your appraisal cycle which is April 2023. If the employment contract is terminated by either party prior to April 2023, the employee will not be eligible for bonus component.
Mediclaim Insurance	You are entitled to group medical insurance of Rs 5,00,000 from your date of joining under the corporate medical insurance plan
Gratuity	Gratuity is payable to you as per the Payment of Gratuity Act 1972, on cessation of your employment of at least 5 years of continuous service with the company
Non-Monetary Benefits	Summary
Flexible Leave Plan	We offer a benefit of pursuing flexible leaves which include your earned, casual, marriage and sick leaves.
YourDost	As a DPian, you can access the offerings of YourDost, our Emotional Wellness Partner which make the numbers of experts accessible to you.
Career Guidance	We ensure that you career goals are met through our periodic career guidance sessions



Annexure (C)

This Employee Non-disclosure Agreement, hereinafter known as the “Agreement”, is entered into between Balaji J (“Employee”) and Decision Point Pvt Ltd. (“Company”), collectively known as the “Parties” as on 16th May 2022 (the “Effective Date”).

Scope of Agreement

This Agreement acknowledges that certain confidential information, trade secrets, and proprietary data (hereinafter defined and referred to as “Confidential Information”) of or regarding the Company may be discussed between Employee and the Company (hereinafter known collectively as the “Parties”). The provisions set forth in this Agreement define the circumstances in which the Employee can and cannot disclose Confidential Information, and include the remedies, penalties and lawful action the Company may take should such information be used or disclosed by Employee. Both Parties agree that it is in their best interests to protect the Company’s Confidential Information, and that the terms of this Agreement create a bond of trust and confidentiality between them.

Confidential Information

A. Definitions. - Confidential Information is any material, knowledge, information and data (verbal, electronic, written or any other form) concerning the Company or its businesses not generally known to the public consisting of, but not limited to, inventions, discoveries, plans, concepts, designs, blueprints, drawings, models, devices, equipment, apparatus, products, prototypes, formulae, algorithms, techniques, research projects, computer programs, software, firmware, hardware, business, development and marketing plans, merchandising systems, financial and pricing data, information concerning investors, customers, suppliers, consultants and employees, and any other concepts, ideas or information involving or related to the business which, if misused or disclosed, could adversely affect the Company’s business.

B. Exclusions. For the purposes of this Agreement, information shall not be deemed Confidential Information and the Employee shall have no obligation to keep it confidential if:

(i) the information was publicly known;

(ii) the information was received from a third party not subject to the restrictions of this Agreement and becomes available to Employee through no wrongful act or breach of Agreement on their part; or

(iii) the information was approved for release by Employer through written authorization.

C. Period of Confidentiality. Employees agree not to use or disclose Confidential Information for their own personal benefit or the benefit of any other person, corporation or entity other than the Company during the Employee’s employment with the company or any time thereafter.

D. Ownership. All repositories of information containing or in any way relating to Confidential Information is considered property of the Employer. The removal of Confidential Information from the Company's premises is prohibited unless prior written consent is provided by the Company. All such items made, compiled or used by the Employee shall be delivered to the Employer by Employee upon termination of employment or at any other time as per the Employer's request.

Entire Agreement

A. Previous Agreements. This Agreement constitutes the entire agreement and the signing thereof by both Parties nullifies any and all previous agreements made between Employer and Employee.

B. Modifications and Amendments. No modifications, amendments, changes or alterations can be made to the Agreement unless in writing and signed by authorized representatives of both Parties.

C. Successors and Assigns. This Agreement shall be binding upon the successors, subsidiaries, assigns and corporations controlling or controlled by the Parties. The Company may assign this Agreement to any party at any time, whereas the Employee is prohibited from assigning any of their rights or obligations in the Agreement without prior written consent from the Company.

Breach of the Agreement

A. Cause for Action. Employee understands that the use or disclosure of any Confidential Information may be cause for an action at law in an appropriate court and that the Employer shall be entitled to an injunction prohibiting the use or disclosure of the Confidential Information.

B. Indemnification. Employee understands and agrees that if the use or disclosure of Confidential Information by them or any affiliate, employee or representative of the Employee causes damage, loss, cost or expense to the Company, the Employee shall be held responsible and shall indemnify the Company.

C. Injunctive Relief. The Employee understands and agrees that the use or disclosure of Confidential Information could cause the Company irreparable harm and the Company has the right to pursue legal action beyond remedies of a monetary nature in the form of injunctive or equitable relief. This may be in addition to any other remedy, penalty or claim the law can provide.

D. Notice of Unauthorised Use or Disclosure. Employees are bound by this Agreement to notify the Company in the event of a breach of agreement involving the dissemination of Confidential Information, either by the Employee or a third party, and will do everything possible to help the Company regain possession of the Confidential Information.

Prevailing Party

In a dispute arising out of or in relation to this Agreement, the prevailing party shall have the right to collect from the other party its reasonable attorney fees, costs and necessary expenditures.

IN WITNESS WHEREOF, the Parties hereto agree to the terms of this Agreement and signed on the dates written below

Employee Signature:

Employer Name:

Employee Signature:

Employer Name:

Date:

Date:



