

06 August 2025

Dear Aniket Datar,

We are delighted to welcome you to the [REDACTED] family. Our mission is to redefine the way technology empowers businesses and individuals, and it gives us immense pleasure to have you join us on this exciting journey.

At [REDACTED] we believe in creating meaningful impact for our clients, our people, and the industry. As you begin your journey with us, we are confident that your skills, energy, and ideas will add strength to our shared vision.


This opportunity is not just about a role, but about becoming part of a culture that values innovation, collaboration, and growth. We encourage you to explore, take initiative, and make the most of the resources and guidance available to you.

We are sure that you will prove to be a great asset to our team, and we look forward to seeing you succeed and grow with us.

This offer letter will remain valid until **25 September 2025**. If your acknowledgement and acceptance are not received by this date, the Company reserves the right to review or revoke the offer at its discretion.

With best wishes for a successful career ahead,

With pride and warmth,
Team [REDACTED]



Annexure – I Roles and Responsibilities:

With reference to your application and the subsequent selection process, we are pleased to extend an offer of employment to you in the capacity of Senior DevOps Specialist. Your appointment will be governed by the following terms and conditions:

(A). Location:

In accordance with the discussion during your selection process, your initial workplace will be hybrid in nature. Your place of posting will be **Pune, Maharashtra**, for a period of **180 days** from your date of joining. Upon completion of this period, and subject to project requirements as well as quarterly performance reviews, you may be reassigned to our corporate headquarters at **Ohris Tech Park in Hyderabad**.

You are expected to join us as soon as possible, but no later than **06 October 2025**

(B). Allowances and Contributions:

Your Cost to Company (CTC) includes various allowances and contributions designed to support your professional and personal well-being. These comprise House Rent Allowance (HRA), Conveyance Allowance, Medical Allowance, Leave Travel Allowance, and Special Allowance, which together provide flexibility and financial support across different aspects of your employment. In addition, the Company will make contributions towards your Provident Fund (PF) in accordance with statutory requirements. All allowances and contributions are governed by applicable laws and Company policies, and may be subject to revision from time to time.

(C). General Terms:

You are expected to maintain confidentiality with respect to all information, documents, and communications received from the Company, including this offer letter. Sharing such details externally, whether with third parties, competitors, or on public platforms, is strictly against Company policy. Disclosure of this information may lead to unintended misuse, including but not limited to its use by external parties. Any breach of this confidentiality requirement will be treated as a violation of Company policy and may invite disciplinary or legal action.

(D). Compensation:

The details of your gross annual remuneration are as under. This structure includes fixed components and employer contributions, and forms an integral part of your total Cost to Company (CTC):

		₹104,167
Components	Amount in INR (Per annum)	Monthly
Basic	₹10,21,460	₹85,122
House Rent Allowance	₹48,600	₹4,050
Conveyance Allowance	₹23,400	₹1,950
Medical Allowance	₹15,000	₹1,250
Leave Travel Allowance	₹9,000	₹750
Special Allowances	₹9,960	₹830
Employer's PF contribution	₹122,580	₹10,215
Total Fixed CTC	₹12,50,000	₹104,167

(E) Annexure obligatory information

The compensation details provided above represent your total Cost to Company (CTC) for the year. Please note that all payments are subject to applicable statutory deductions and compliance with prevailing legal requirements. This remuneration structure may be reviewed periodically based on company policies and your performance. Any additional benefits or reimbursements, if applicable, will be governed by the terms outlined in your appointment letter and relevant company policies. The figures shown are gross amounts.

Certain allowances may require submission of supporting documents to qualify for tax exemptions, and unclaimed amounts, if any, will be treated in accordance with relevant statutory provisions. Any revisions to salary components, allowance structures, or benefit policies will be implemented at the discretion of the company while ensuring compliance with governing laws.

Deferred CTC Components

The following components will be added to your Cost to Company (CTC) upon fulfilment of specific conditions:

- **Medical Insurance Premium, Personal Accident Insurance Premium, and Term Life Insurance Premium** – Incorporated into your CTC upon successful completion of the mandatory medical examination.
- **Gratuity / Ex-Gratia** – As per government regulations, applicable and added upon completion of **five (5) years** of continuous service with the Company, in line with statutory guidelines.
- **Performance Linked Incentive (PLI)** – An amount of ₹102,146 (10% of annual basic) may form part of your CTC, subject to quarterly performance ratings and as per Company policy.