



March 19, 2024

Dhanush I

**#18/24 ,20th B Cross,
Mission Road , Sampangiramanagar,
Bangalore-560027, India.**

Dear **Dhanush,**

Sub: Letter of Offer

Further to our recent discussions, we are pleased to offer the position of **Associate Software Engineer** with **e2open Software India Private Limited**. You will be based out of our **Bangalore, India** office located at **RMZ Titanium 1st & 5th Floor, #135 HAL Old Airport Rd, Kodihalli Bengaluru, Karnataka 560017**.

Your employment with the Company will commence on or before **May 6, 2024**.

If you wish to accept this offer of employment, please sign, and return this offer as a token of your acceptance. If not accepted within 5 days from the date of issue, then this offer will stand cancelled. The detailed Appointment letter and Standard Terms and Conditions of Employment will be shared with you upon you joining the Company.

TERMS OF OFFER LETTER

Base Salary

Your all-inclusive annual compensation herein after called as CTC (inclusive of the applicable statutory benefits and tax to be deducted at source) will be **INR 800,000.00 – Rupees Eight Lakhs Only** per annum as detailed in Annexure A.

Annual Incentive Opportunity

As a regular, full-time employee you will be eligible to participate in the Corporate Bonus Plan at an annual bonus target of **5%** of your annual salary.

You will receive plan details at the time of hire, and eligibility and payment of all incentive payments shall be subject to the terms and conditions of such plans. Please note that your participation for this current fiscal year will be prorated based upon your date of hire.



Employee Benefits

As a regular, full-time employee, you will be entitled to participate in employee benefits plans established by the Company, which shall include as below:

Other Benefits:
1. Internet Reimbursement - Internet Reimbursement will be provided to a maximum extent of INR 1250/- PM
2. Medical Insurance – Self & 5 dependents are entitled to a maximum cover of INR 500,000/- pa.
3. Term Life insurance for Employee only with SI of INR 15 lakhs or twice the CTC whichever is higher.
4. Personal Accidental Insurance – For Employee only with SI of INR 15 lakhs or twice the CTC whichever is higher.

Further, you will participate in the Company's Self-Managed PTO program which allows for unlimited time off as needed through the year and in accordance with the program guidelines for approval. In addition, you will enjoy a total of 12 paid holidays.

Probationary Period and Termination

You will be on probationary period of 3 months from the Date of Joining. Thereafter, the Company shall review the performance of the Employee during the Probationary Period and may extend the period of probation, or confirm employment under this Agreement for indefinite period, subject to the provisions in this Agreement relation to termination. Your employment with the Company is deemed to be confirmed at the end of your probationary period unless, you are informed in writing about the extension of your probation. Your employment will be terminable by yourself or by the Company by giving 1 months' notice or payment in lieu thereof during your mandated probationary period of 3 (three) months.

At any time after the Probationary Period, to discontinue your employment with the Company you will be required to give not less than 2 months' notice in writing.

You will be required, as a material condition of your employment with the Company, to sign the Company's Proprietary Information Agreement, Non-Solicitation and Arbitration Agreement on the day of your joining.

This offer is contingent on successfully meeting the Company's hiring criteria, which includes reference and background verifications, salary proofs. By signing this letter of offer you hereby consent to all reference and background checks as may be deemed necessary by the Company and confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.




Documents on the Date of Joining, you will be required to provide the following:

1. Copies of Academic Qualifications and Certificates
2. Experience certificate / Relieving letter from the last company
3. Resignation Acceptance Letter/Email from the Previous Company
4. Residence Address proof: Passport copy / Driving license/ Rental agreement/Voters ID/Aadhar ID
5. Proof of Age either copy of passport or school leaving certificate
6. Last salary slip/Form 16
7. Four passport size color photographs
8. Copy of Pan Card
9. Copy of Passport

We congratulate you and wish you a long and successful career with e2open.

Signed for and on behalf of e2open Software India Private Limited

DocuSigned by:

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Subhashini Santhrasekaran
SVP, Global Human Resources



Annexure A		
Dhanush I		
	ANNUAL CTC	800,000
	Monthly CTC	66,667
CTC Breakup		
Particulars	Monthly Rs.	Annual Rs.
Basic Salary	30,000	360,000
House Rent Allowance	12,000	144,000
Children Education Allowance	200	2,400
Leave Travel Allowance	2,500	30,000
Food Coupon	2,200	26,400
Gift Voucher	333	4,000
Special Allowance	16,190	194,284
MONTHLY GROSS	63,424	761,084
Employee Benefits		
Provident Fund - Employer Contribution	1,800	21,600
Gratuity	1,443	17,316
BENEFITS	3,243	38,916
CTC	66,667	800,000

Note:

Food Coupons and Gift Vouchers are optional. If one does not opt for them, then the amount will be added to the special allowance

The above figure is gross compensation and is subject to the Statutory & Other Deductions - Provident Fund (Employers & Employees Contribution) / Gratuity / Professional Tax / Income Tax as applicable.

Please indicate your understanding and acceptance of the above terms and conditions by signing below.

DocuSigned by:

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2024-Mar-19 | 12:11:31 CDT

Dhanush I

Date