

6th April 2021

Kalyani Kishor Patil
At Post MaltiMadhav, Near Aadarsh Patsanstha,
Yerawle, Karad, Satara, Maharashtra
+91 - 9146232199

Dear Kalyani,

You have made a positive impression in your interactions with us, and we are excited about the prospect of you joining our team. This letter is intended to be an offer to join **Team Bluepineapple**. We are pleased to offer you a position of **Cloud Analyst** at Bluepineapple (Nebbia Technologies India Private Limited). It establishes our commitment to bring talented individuals on board, to accelerate our growth and achievements.

This offer is made pursuant to your request for employment with Nebbia Technologies India Private Limited ("**Company**") and sets forth the preliminary terms of your employment with Nebbia Technologies India Private Limited.

This offer shall remain open for your acceptance for a period of two (02) days from the date first written above. You may indicate your acceptance to the terms of this offer by affixing your signature in the space provided below. If the Company does not receive your acceptance within the specified time period, the offer shall lapse automatically without any further communication from the Company.

Notwithstanding your acceptance of this offer in the manner stated above, the Company will take you on its rolls only upon your unconditional acceptance and execution of your terms of Employment as contained in one or more agreements and the Company's confirmation of the same. This offer will be withdrawn immediately without any liability to the Company on your refusal to so accept and sign the said agreements.

1. **Role, Commencement of Employment and Probation**

- 1.1. Your initial appointment shall be for the position of Cloud Analyst, and your employment will commence with effect from **03-May-2021**.
- 1.2. There will be a 6-month probation period upon your commencement of this role. During the probation period your performance will be continuously reviewed, and feedback will be shared. In case your performance is not up to the expected standards, the company may terminate the employment by giving you **2 weeks' notice**.

2. **Location**

- 2.1. Your initial place of work shall be the Company's office at Pune, India. In the course of your employment, you shall, at such time and for such periods as may be required by the Company, travel anywhere in India or abroad and locate yourself in the offices of the Company, its affiliates, principals, subsidiaries, vendors or clients.



Nebbia Technologies India Private Limited
www.bluepineapple.io
Survey No 1/1 A-13, Baner Road | Pune 411 045 | India.
Phone: (020) 4078 9292 | CIN - U72901PN2018PTC178035

Kishor

3. Compensation

- 3.1. Your starting salary will be a total CTC of **Rs. 4,00,000 (Rupees Four Lakhs) per annum**. The salary break-up is annexed to this offer letter (Annexure-1). Unless explicitly permitted by applicable law, all amounts payable to you shall be subject to deduction of taxes at source.
- 3.2. You shall not reveal any fact concerning your remuneration to any third party, either within or outside the Company and irrespective of whether you accept this offer or not. Breach of this obligation shall invite legal consequences.

4. Leave

- 4.1. Subject to any modifications that may be made by the Company at a later date, you will be eligible for eighteen (18) days annual leave and ten (10) approved national holidays. You shall schedule all your vacation at times that are mutually convenient and reasonable, both for you and for the Company.

5. Employment Eligibility and Damages

- 5.1. The Company will verify your qualifications and percentage of marks stated in your CV submitted to us. You will be required to submit the scanned copies of your original education marksheets and certificates. The company reserves the right to withdraw its employment offer in case any discrepancy is found between the details stated in the CV and actual details in the original education certificates.
- 5.2. The Company could require one or more of the following assessments pre-employment or at any time during employment:
- 5.2.1. Personal and educational background checks
 - 5.2.2. Prior employer and reference checks
 - 5.2.3. Medical assessments and tests as required by Company, its affiliates, or its clients.
- 5.3. The Company reserves the right to withdraw its employment offer or terminate employment forthwith if any of its eligibility requirements are not met when assessed by the Company.
- 5.4. Upon acceptance of this offer, should you fail or refuse to commence the performance of duties under this Employment offer on the agreed date of joining the company, you shall pay to the company, an amount of Rs. 1,00,000/- (Rupees One lakh) as liquidated damages, which is agreed and understood to be a fair pre-estimate of the damages suffered by the company on account of such action. Notwithstanding the above, the company retains the right to file a claim for damages or take appropriate action in relation to any breach of the obligations by you under this employment offer.

6. Termination

- 6.1. Except for circumstances under which the Company is entitled to terminate your services forthwith, the Company may terminate your services at any time by prior written notice of ninety (90) days or pay in lieu thereof.
- 6.2. Subject to any other special terms and conditions regulating your Employment, you may terminate your contract by prior written notice of ninety (90) days with NO pay being permissible in lieu



thereof, unless specifically permitted by the Company in writing. In case you terminate before the completion of your current responsibilities for the project(s) you will be working on; you will be liable to damages including but not limited to the extent of the project(s) cost or if you are found to have furnished false, forged or misleading documentation and information.

7. **Policies**

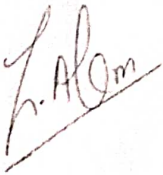
- 7.1. From time to time the Company may formulate and modify various policies ("Policies") regarding leave, superannuation, performance assessment, access to the Company's premises and data, use of IT resources like internet and e-mail, and such other matters related to the employment. Such policies and changes thereto shall be intimated to you from time to time. The company expects you to get acquainted with such policies and revisions thereto and adhere to the same.

8. **Confidentiality**

- 8.1. The terms of this offer are confidential to you and you shall not disclose them to any third party except that you may discuss it with your immediate family in confidence. You will not use the terms of this offer in any way that is detrimental to the Company.

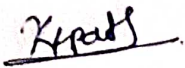
This letter supersedes and replaces any existing or prior terms between you and the Company relating generally to the same subject matter. If you were to accept this offer, we welcome you to Nebbia Technologies India Private Limited and look forward to a mutually beneficial association.

Issued on behalf of the Company by:



S.M. Zia Alam
Chief People Officer

I confirm that I have voluntarily offered my services to the Company. I have read and understood the contents of this Letter and accept the same without any reservations whatsoever. I confirm that I am not subject to any obligations to a third party which would affect or conflict with my acceptance of this offer.



Kalyani Kishor Patil

Place: Karad

Date: 07/04/2021

(Please sign in the space above your name)

ANNEXURE- 1

Dear Kalyani,

Employee salary at Nebbia Technologies India Private Limited has been structured into multiple components. The various components of your compensation are below:

Salary Component	Amount (INR)
Basic	1,60,000
HRA	64,000
LTA	13,333
Other Allowance	1,41,067
Total	3,78,400
Company's contribution to PF	21,600
Total CTC	4,00,000

****Note** – Please note that the above compensation structure may go through a change based on the proposed guidelines by GOI effective 1st April 2021. We will communicate the same to you.

Issued on behalf of the Company by:



S.M. Zia Alam
Chief People Officer

