

November 11, 2020

LETTER OF OFFER

Dear Karthik,

Consequent to your interview with Collabera, we are pleased to offer you a position of Solutions Architect - Cloud with Collabera Services Pvt. Ltd. Your anticipated date of joining is on or before January 11, 2021.

Other terms of your offer are as under:

- Your gross annual remuneration (CTC) will be Indian Rupee (INR) 2,350,008.00 per annum / 195,834.00 per month/-. Please refer to the details of the salary break up in Annexure A.
- You are being appointed to work in our Bangalore office. However, you may be transferred to any of the locations globally, per the business needs of Collabera Services Pvt. Ltd.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of Collabera Services Pvt. Ltd.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all relevant documents as required.

Please note that your employment is contingent upon submission of all the relevant documents as required, as well as successful completion of requisite background investigations & pre-employment medical test.

The terms and conditions of your employment with Collabera as stated in this offer of employment letter supersede any prior representation made either verbally or in writing during any meetings or interviews with any Collabera manager, salesperson, recruiter or any other Collabera employee or representative. Additionally, your signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter. Collabera does not intend to, nor is obligated to offer you any other remuneration, benefit entitlement or any other perquisite not stated herein.

Karthik, we welcome your decision of joining Collabera, and I am sure that we will enjoy a mutually rewarding association. Please call us on 7069088594 should you have any questions.

Best Regards,
For Collabera Services Pvt Ltd.

Authorised Signatory

COLLABERA SERVICES PVT. LTD.
(CIN: U74999GJ2016PTC094533)

Regd. office: Ground Floor, Tower-B, Mayfair Corporate Park,
Kalali Road, Kalali, Vadodara - 390012, India

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Annexure A

TOTAL REMUNERATION WORKSHEET		
Name: Karthik Kottiswaran Designation: Solutions Architect - Cloud Location : Bangalore		
CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS		
(all figures in INR)		
	Monthly	Annual
Basic (Basic inclusive of DA)	88,125	1,057,500
House Rent Allowance	35,250	423,000
Education Allowance	200	2,400
Leave Travel Allowance	7,341	88,092
Management Allowance	63,118	757,416
GROSS SALARY (A)	194,034	2,328,408

Company's Contribution to PF	1,800	21,600
Company's Contribution to ESIC	0	0
TOTAL DEFERRED BENEFITS (B)	1,800	21,600
TOTAL CTC (A + B) = C	195,834	2,350,000
EMPLOYEE DEDUCTIONS:		
Employees' Contribution to PF	1,800	21,600
Employees' Contribution to ESIC	0	0
TOTAL EMPLOYEE DEDUCTIONS (D)	1,800	21,600
NET TAKE HOME (A - D)*	192,234	2,306,800

*Note:
1) Net Take Home Salary is further subject to reduce by an amount equivalent to Professional Tax and TDS (Income Tax on Salary).
2) As per the statutory requirement, Company will contribute 12% of PF wage to the employee Provident Fund account. An equal amount will be contributed to the Fund by the employee which will be deducted from the Monthly Gross salary of the employee.

I, Karthik Kottiswaran Accept the Offer and Confirm to Join on or
Before : January 11, 2021

Authorised Signatory Karthik Kottiswaran

Annexure B

You will be entitled for a one-time tenure-based incentive of Rs. 1,00,000/- on completion of twelve months of continuous service with Collabera Services Pvt Ltd. You will be also eligible for a performance-based incentive of up to Rs. 2,00,000/- which will be payable to you in the year 2023 based on your performance assessment as well as business performance for the period Jan-Dec 2022.

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Attachments

- Non-Disclosure Agreement.pdf (</careersection/viewAttachedFile.jss?attachmentNo=50974&portalCode=ex&candidateNo=92586&messageNo=31550816760849>)
- Collabera Service Agreement.pdf (</careersection/viewAttachedFile.jss?attachmentNo=50975&portalCode=ex&candidateNo=92586&messageNo=31550816760849>)

Offer electronically accepted by: Kottiswaran, Karthik
Offer electronically accepted on: Nov 12, 2020 7:21 PM
Offer electronically accepted from: 115.97.66.216