



**LG Soft India Private Limited**

Embassy Tech Square, Marathahalli - Sarjapur Outer Ring Road,  
Bangalore - 560 103, India  
T. +91-80-6615-5000 F: +91-80-6615-5100  
website : www.lgsoftindia.com  
CIN: U85110KA1998PTC023521

28 Sep 2022

Manoj Gupta

**OFFER OF EMPLOYMENT**

Dear Manoj,

We are pleased to offer you employment in our company at Bangalore, as “Senior Research Engineer” on the following terms and conditions:

1. Your compensation package on cost to company (CTC) basis would be Rs. **30,15,270/-** per annum. This would comprise of basic salary, allowances, company’s provident fund contribution, benefits and reimbursements as governed by company’s personnel policies and the Income Tax regulations in force from time to time. The breakup of your compensation package is attached.
2. An appointment letter would be issued to you upon your joining our organization. You are required to sign a Code of Conduct and a Non-Disclosure Agreement as part of the appointment formalities.
3. You will be on probation for a period of three months from the date of joining. Your probation period may be extended, if considered necessary, at the sole discretion of the company.
4. This offer of employment is based on the information provided by you and by accepting this offer you specifically authorize the company or any external agency appointed by the company to verify your educational, employment history, conduct and any other background checks prior to your joining the company or thereafter. You shall extend your cooperation during such verification. This offer and subsequent appointment may be withdrawn or terminated if any information provided by you is found to be false or willfully suppressed.
5. You are required to inform us if there are any agreements, oral or written, which will restrain you from accepting this offer or from discharging your duties effectively on appointment.
6. Please sign and return the duplicate copy of this letter in acceptance of our offer on or before 06 Oct 2022. You are required to join our organization on or before 13 Oct 2022 as discussed, failing which this offer stands withdrawn.

We look forward to your joining the LGSI family.

Sincerely,

HoJoong Jeong,  
President

**OFFER ACCEPTANCE**

I accept the above offer and would join on

(Manoj Gupta)

Annexure to the letter dated 28-Sep-2022

<b>Employee Name</b>	Manoj Gupta
<b>BU</b>	LGSIA.HA Device Solution
<b>Grade</b>	Grade 2-1-2 "Senior Research Engineer"

<b>I</b>	<b>Compensation Components</b>	<b>Amount</b>
	Basic	93,333
	HRA	37,333
	Flexi Benefits	20,000
	Special Allowance	71,467
<b>A</b>	<b>Gross Monthly</b>	<b>2,22,133</b>
<b>B</b>	<b>Annualized Monthly Gross</b>	<b>26,65,600</b>
	Company's contribution to PF (Annual)	1,34,400
<b>C</b>	<b>Annual Gross</b>	<b>28,00,000</b>

In addition, you will also be entitled to other Welfare Benefits as per prevailing policies:

<b>II</b>	<b>Welfare Benefits</b>	<b>Amount</b>
	Birthday & Diwali Gifts per annum	5,000
	Meal Vouchers per annum	26,400
	Medical Insurance premium for self & family upto 4 lacs per annum	9,998
	* Annual Gratuity @ 4.81% on Basic Salary	53,872
<b>D</b>	<b>Total</b>	<b>95,270</b>
<b>E</b>	<b>** Variable Pay</b>	<b>1,20,000</b>

<b>III</b>	<b>CTC (C+D+E)</b>	<b>30,15,270</b>
------------	--------------------	------------------

\* Gratuity payment is as per The Payment of Gratuity Act, 1972

\*\* Payment of Variable pay is based on the individual's performance and as per variable payout policy.

