

Date: Dec 6, 2024

To:

Mr. Mokshith Bhagavan,
S/o Mr. Bhagavan Renuka S,
Siri Kuteera, H.M.S School Road,
Nagannana Palya, Siragate,
Tumakuru - 572106

Dear Mokshith,

Congratulations!

We are delighted to offer you the position of **Software Engineer** at MarketXpander Services Private Limited ("Company") and we look forward to a mutually fulfilling association.

We are very excited about the potential that you bring to the company and hope that you will find excellent opportunities to learn, contribute and grow.

Please find enclosed your employment letter and other details.

We would appreciate your acceptance of this offer within 7 (Seven) calendar days from the date of receipt of this Offer Letter failing which this offer shall stand automatically withdrawn.

If you have any questions, please do not hesitate to contact us.

Sincerely,

For MarketXpander Services Private Limited



Prashant Singh
Chief Operating Officer

MarketXpander Services Pvt. Ltd.

Dear Mokshith,

We are pleased to offer you a position of **Software Engineer at MarketXpander Services Private Limited ("Company")**. Your total cost to company will be **₹10,00,000 (INR: Ten Lakh) per annum** and you will be at **Level X1** in the organization.

It is very important that you keep the terms of this offer letter highly confidential at all times. Please note that these terms are based on an individual's experience, background and potential, and are unique to each individual.

Appointment:

- a) Your date of appointment is effective on or before **Dec 9, 2024**.
- b) This offer is made for a full time employment with the Company and that you will not undertake any other part time/ full-time work, without the prior written consent of the company.
- c) You will be on probation for a period of **3 (Three)** months from the date of your appointment. You will continue to be on probation until the Company confirms your employment in writing upon such terms as are communicated to you. Your confirmation will be based on the evaluation of your performance, mutual compatibility, and your potential.
- d) You could be transferred to any of other offices / branches / subsidiaries/ affiliates, either domestic or abroad, should the need arise.
- e) You agree to abide by the Company's rules, regulations, and policies ("**Company Policies**") as may be in effect from time to time with respect to your function, grade or location where you work in.

I. Compensation:

- a) Your total annual cost to the Company will be **₹10,00,000 (INR: Ten Lakh)**. This compensation may be subject to revision in accordance with the policies of the Company.
- b) **Relocation Package:** Additionally, you will be eligible for a Relocation Package which includes the travel (one-way flight ticket) and accommodation arranged by the company for the Employee + Spouse and up to two children. The cost of the Shipment of Household goods including personal vehicle will be a reimbursement where you will be eligible for an allowance of up to **₹25,000 (INR: Twenty Five Thousand)** or the actual costs borne, whichever is lesser. In the unlikely event, you choose to leave the Company before the completion of **1 (One)** year of employment with the Company, the relocation allowances will be construed as a debt due and shall be repaid fully by you before your last working day.

II. Benefits:

You will be entitled to the following as per the Company's policy:

- a) Leaves and holidays
- b) Leave Travel Allowance.
- c) Group Medical Insurance, Group Personal Accidental Insurance and Employee Benefits Program

MarketXpander Services Pvt. Ltd.

III. Background check, Health check and References:

We would be conducting a background, health and reference check on your employment details. Your employment with us is contingent upon our obtaining a satisfactory report on the background check as conducted by our approved agency as to your employment, experience, work history etc. You also undertake to ensure that all information provided by you is accurate and up to date at all times.

IV. Termination:

Either party may terminate the appointment by giving the other party **30 (Thirty)** days' written notice during the probationary period and **60 (Sixty)** days' written notice on confirmation. The Company reserves the right to pay or recover basic salary in lieu of notice period.

On the day of joining, you are requested to be present at 10:30 AM for your on-boarding formalities at **2nd and 3rd Floor Omega Block Cessna Business Park Embassy Tech Square Kadubeesanahalli Bangalore - 560103** which will be your base location. You may contact our representative in HR Operations department.

Sincerely,

For MarketXpander Services Private Limited,

Prashant Singh

Prashant Singh

Chief Operating Officer

Annexure to the Employment Letter

Annexure 1: Compensation break-up

Annexure 2: Documents to be submitted on the day of joining

ACCEPTANCE

I, **Mokshith Bhagavan**, have read, understood, and agree to accept the employment on the terms and conditions mentioned in this appointment letter and the annexes.

Name: _____

Signature: _____

Date : _____

Date of Joining (DD/MM/YY): _____

MarketXpander Services Pvt. Ltd.

Annexure 1: Compensation break-up of ₹10,00,000

Name	Designation	Level	Fixed CTC (₹)
Mokshith Bhagavan	Software Engineer	X1	10,00,000

Components	Annual (₹)	Monthly (₹)
Basic	400000	33333
HRA	200000	16667
Flexible Benefits Package (*)	170400	14200
Allowance in lieu of Employer's Contribution to PF	21600	1800
Special Allowance	208000	17333
Fixed CTC	1000000	83333

Flexible Benefits Package	Annual (₹)	Monthly (₹)
Telephone Reimbursements	24000	2000
Professional Development Allowance	40000	3333
LTA	40000	3333
Employer contribution for NPS	40000	3333
Food Allowance	26400	2200

(*) FBP components are paid against bills. Unclaimed amount is carried forward to subsequent month. Unclaimed amount at the end of the year is paid as special allowance. An employee can choose to get this paid as a part of special allowance on monthly basis in which case it is completely taxable.

(#) Taxes are applicable as per statutory rules.

Annexure 2: Documents to be submitted on the joining day

1. PAN card copy
2. Aadhar Card
3. Passport copy (first and last page, all pages VISA stamps)
4. Four passport sized photographs (White Background)
5. SSLC/Class 10 certificate copy and marksheets
6. Copies of all education certificates and marksheets
7. Relieving letter of previous organization
8. Salary slips of previous organization
9. Income Tax Statement from previous employer