

12 July 2024

**Nithin kumar K R**  
No 1  
Kothanur  
Chikkaballapur  
Karnataka 562105

Dear Nithin kumar,

**Offer Letter**

This has reference to your application and subsequent interview you had with us. Further, we are pleased to offer you the post of **Consultant**.

Kindly make a note that your tentative date of joining would be **29 July 2024** and the Company may be constrained to change your joining date due to the prevailing unprecedented situation. In that event, the Company shall duly inform you of the revised Date of Joining. In case of any changes to the date of joining please inform us before the expected date of onboard. Failure to inform us and no-show on the expected date of joining will efface this employment offer.

You shall be on probation for a period of six months starting from the date of your joining. Your performance during the probation will be appraised and, if found satisfactory, you will be confirmed in services. However, in the event of your performance found not to be satisfactory, your probation period could be further extended. However, in the event of your performance found not to be satisfactory, your probation period could be further extended as it deems appropriate by management.

On Joining, your all-inclusive Cost to the Company (CTC) will be **INR 132917** per month (subject to deduction of tax and other statutory payments, as may be applicable) as per CTC Annexure. You will also be eligible for all the benefits introduced in the Company policies, as applicable to your grade.

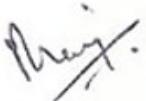
During the probationary period, either party will be entitled to terminate this contract of employment by issuing 15 days notice prior to writing to the other. After confirmation the termination of employment by either party shall be by issuing 60 days notice in writing to the other or salary in lieu thereof. In the event of you issuing a notice of termination shorter than the above period, the Company shall have its own discretion to adjust any leave due to you or recover from you such amount from your dues towards the shortfall in notice period. **However, acceptance of salary in lieu of notice period is at the sole discretion of the Company.**

If in case, you resign within a year from the date of your joining, you will be liable to refund the reimbursements such as relocation expenses, joining bonus, travel expenses [including air & road], accommodation expenses and any other special benefits as per your eligibility, whichever was provided by the Company.

Please note that this employment is subject to **professional reference checks and documentary evidence of your previous employment**.

We look forward to having you onboard.

for SPI Technologies India Private Limited



**Manoj P**

**Vice President – Human Resources**

*Received the offer of employment and shall report for duty on the expected Date of Joining, as mentioned above.  
(Signature with date)*

SPI Technologies India Private Limited, Candor Techspace IT/ITES SEZ, Tower-5, 11th Floor,  
Plot Number 20 & 21, Sector-135, Noida 201 304, U.P, India • Tel: +91 120 506 5600

**Regd. Office:** R.S. No. 4/5 & 4/6, Gothi Industrial Estate, Vazhudavur Road, Kurumbapet Revenue Village, Puducherry 605 009, India  
Tel: + 91 413 2297600 • Fax: + 91 413 2297708 • www.straive.com • CIN: U93000PY2017PTC008168

**Cost to the Company (CTC) Structure**

**Name** : Nithin kumar K R  
**Designation** : Consultant  
**Department** : Data Analytics

<b>SALARY COMPUTATION</b>		
<b>Components</b>	<b>Annual</b>	<b>Monthly</b>
Basic Pay	7,14,240	59,520
House Rent Allowance	3,57,120	29,760
Special Allowance	3,57,048	29,754
<b>Gross Salary</b>	<b>14,28,408</b>	<b>1,19,034</b>
Employer PF	21,600	1,800
<b>Fixed CTC</b>	<b>14,50,008</b>	<b>1,20,834</b>
API	1,45,001	12,083
<b>Total CTC</b>	<b>15,95,009</b>	<b>1,32,917</b>
Employee PF	21,600	1,800
<b>Pre Tax Take Home</b>	<b>14,06,808</b>	<b>1,17,234</b>

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Annual Performance Incentive (API) will be paid as per Company's policies based on Company and individual performance. You will be eligible from "0%" up to Maximum of "10 %" of your annual CTC and the API is subject to deduction of tax at source. You will be eligible for the pay-out subject to you being a confirmed employee as of 31st Dec and active on the rolls of the company at the time of pay-out without serving any notice period.

**INR 1566009** is the indicative maximum annual earning potential.

You will also be eligible to the following on top of the above CTC:

- **Joining Bonus:** INR 100000 will be paid after the successful completion of **one month** from the joining date (Subject to appropriate tax) If in case, you resign from the company within 1 year of the date of receipt of the joining bonus the same is recoverable in full.
- You will be covered in Group Mediclaim Insurance & Accident Policy Coverage as per policy terms and conditions as relevant to your job level/grade.
- You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.
- You shall be covered under Group Term Life Insurance (GTLI) policy for a Sum Insured of 2X of your Annual CTC.

**for SPI Technologies India Private Limited**

**Manoj P**

**Vice President – Human Resources**

I accept the above CTC structure breakup and I am aware that this is confidential and shall not disclose this information to others.

**Signature of Acceptance with date**

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