

August 17, 2018

## Offer of Employment

Ms. Reshma Begum Mohammed  
reshmamohammed503@gmail.com  
998-9147376

Dear Reshma Begum Mohammed ,

Thank you for your keen interest in PurpleTalk India Private Limited. Subsequent to our discussions with you, we are delighted to extend you an offer to join PurpleTalk. We believe you can play an important role in our rapid growth and success.

PurpleTalk is a leader in digital innovation. Leveraging the optimum mix of strategy, technology and creativity we have been driving disruptive transformation across industry verticals for our clients across the world. We specialise in bringing together new age technologies like Mobile, Cloud, IoT and Analytics to deliver solutions that are intuitive, efficient, reliable and cross platform.

The team at PurpleTalk is young, highly talented, hardworking, and has a passion for quality. The working culture at PurpleTalk is fun, informal and entrepreneurial. Being part of the PurpleTalk team will enable you to absorb these values.

Your designation at the time of your joining will be "Senior Technical Writer". You are required to join the services of the company on or before 27<sup>th</sup> August, 2018 and this offer stands withdrawn thereafter, unless the joining date is agreed to be extended by Human Resources and communicated to you in writing. Please communicate your acceptance of our offer within 3 calendar days from date of issue of this offer letter.

Your Fixed Cost to PurpleTalk will be INR 12,00,000/- per annum. A detailed document that explains the structure of your salary is enclosed as Annexure – A with this offer letter. The reward structure at PurpleTalk is performance based. Please sign the enclosed copy of the Employee Agreement that you are expected to abide by. Should you have any clarifications or seek any changes thereon, please contact us on hr@purpletalk.com. You will be on probation for the first six months from your start of employment.

You are requested to submit the following while reporting for work at PurpleTalk:

1. Salary slip of last drawn pay or Form – 16 (issued by previous employer)
2. Experience & Relieving certificates from your previous employer.
3. All the relevant academic certificates.
4. Four latest passport size color photographs.
5. PAN and Aadhar card (in full along with the enrollment number).
6. A valid passport (if any).
7. Current residential address proof.
8. Names and addresses of two references.

**NOTE:** All the documents to be carried in original for reference and a copy to be submitted for records.

And also, from your start date at PurpleTalk, you agree to execute the company document of Corporate Code of Conduct and ethics.

**Enclosures:**

1. Employee Agreement
2. Detailed Salary structure statement
3. Offer letter copy to be signed and returned.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned.

Sincerely,

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Bharath Lingam  
CEO, PurpleTalk

BY SIGNING BELOW, I HEREBY ACKNOWLEDGE THAT I HAVE READ AND HEREBY ACCEPT THE TERMS OF THIS EMPLOYMENT OFFER.

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Name

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Date

## EMPLOYEE AGREEMENT

This Agreement (the "Agreement") is entered into by and between PurpleTalk India Private Limited (hereinafter referred to as "Company"), and Ms. Reshma Begum Mohammed (hereinafter referred to as "Employee").

1. Employee will be on Probation for a period of six months and maybe confirmed as a permanent employee upon successful completion of Employee's probation based on Employee's performance. Should Employee's services be found unsatisfactory, the Company may elect to extent Employee's probation for an additional time frame at the sole discretion of the Company, which shall be intimated to the Employee in writing.
2. Employee shall not use his/her own interests in any materials (including source code, software, technical and user documentation, business-plans, design versions) produced by him/her personally or together with other Company's employees whilst engaged within or for Company.
3. Employee shall keep confidential any and all non-public information in his/ her engagement with the Company (including source code, software, technical and use documentation, business plans, design version and information on existing and potential investors, employees, consultants, clients, projects, vendors, etc.) the projects undertaken by him/her for Company) while working for Company and until such time as such information is not made available in the public domain by the Company free from any restriction following his/her disengagement from the Company.
4. All rights to materials produced by Employee either himself/herself or together with other employees / consultants of Company during the period of his/her engagement with the Company shall belong to Company, unless expressly exempted in a writing signed by the Employee and the Company.
5. Assignments/Transfer/Deputation: Though Employee has been engaged for a specific position, the Company reserves the right to send Employee on training/deputation/transfer/assignments to any other locations, departments or units of the Company or its subsidiaries, affiliates or customer locations, whether in India or abroad. In such a case, the terms and conditions of service applicable to the new assignment may be amended.
6. Employee shall perform work duties reasonably required by Company. Employee's engagement with the Company will be in adherence with these terms of employment and the policies of the Company, as may be amended from time to time. Violations may lead to disciplinary action or termination of Employee's employment with the Company.
7. This Agreement shall come into force on the date executed, and shall be valid until terminated in accordance with the terms herein.
8. The laws of the Republic of India govern this employment. The appropriate courts situated within Hyderabad, Telangana shall have exclusive jurisdiction over matters arising out of or consequent to this employment.
9. Termination of employment by Company shall be one month advance notice in writing or payment of one month gross salary in lieu of the notice period. Termination of employment by Employee shall be only by serving a three months advance notice in writing. Such notice may not be offset by unused leave.

**ANNEXURE – 1**
**COMPENSATION STRUCTURE AND BENEFITS**

S. No	Salary Component	Monthly	Annual
	Employee Earnings	In INR	In INR
1	Basic	40,000	4,80,000
2	HRA	16,000	192,000
3	Conveyance Allowance	1,600	19,200
4	Medical Allowance	1,250	15,000
5	Special Allowance	36,350	4,36,200
<b>Gross Salary</b>		<b>95,200</b>	<b>11,42,400</b>
	Company Contributions		
6	PF	4,800	57,600
<b>Total CTC</b>		<b>10,0000</b>	<b>12,00,000</b>
	Employee Contributions		
7	PF	4,800	57,600
	Net Monthly Salary (Before Professional Tax)	90,400	1,084,800
8	Professional Tax	200	2,400
<b>Net Monthly Salary (before TDS)</b>		<b>90,200</b>	<b>10,82,400</b>
<b>Total CTC (Before TDS)</b>			<b>12,00,000</b>
<b>BENEFITS NOT INCLUDED IN THE CTC</b>			
(These are subject to change from year to year basing on the market conditions, claim ratio and are at the Management discretion)			
1	Group Medical Insurance Coverage – for Self, Spouse, Two Children (together per annum)		2,00,000
2	Group Personal Accident Coverage – for Self		.33,00,000

for PurpleTalk India Private Limited

Accepted and acknowledged

Mr. Bharath Lingam (CEO)

Ms. Reshma Begum Mohammed