



09 June, 2022

Sahil Jadhav

Mangalmurti Niwas, Pune Nashik Road, Opposite To Kendriyvihar,
Indralok Colony, Moshi, Alandi Rural, Alandi Devachi,
Pune, Maharashtra - 412105

Dear Sahil,

We are very pleased to offer you a position with TIBCO Software India Private Limited ("TIBCO India"), as **'Associate Member Technical Staff, QA'**. This letter will confirm the terms of our offer. Your base work location will be Pune. In this position, you will be reporting to 'Senior Manager, QA Engineering'. Your annual fixed/ base salary will be INR **8,00,004/-** (Indian Rupees Eight Lakh Four Only). This is equivalent to a starting monthly 'basic' salary component of INR **26,667/-** (Indian Rupees Twenty Six Thousand Six Hundred Sixty Seven Only).

In addition to the 'basic', you will be entitled to other reimbursements up to maximum limit of INR **40,000/-** (Indian Rupees Forty Thousand Only) per month. Other reimbursements include but are not limited to LTA, HRA, Professional Pursuit, Telephone/Mobile reimbursement, Car reimbursement, and PF contribution of company, minus any applicable taxes and/or withholdings. However, the company reserves the right to make changes in the salary structure from time to time without notice or reasons thereof.

You are eligible to participate in the Company's discretionary annual Corporate Incentive Plan (the "CIP") at a current incentive target opportunity, not exceeding **5%** (Five percent) of your annual base pay rate. The CIP is an annual performance based, discretionary, bonus program and is earned on the date of payout. It is based on the Company's and your performance. The Company reserves the right to change or discontinue this plan at any time with or without notice.

The terms of your probation are set forth in detail in the Employment Agreement which is provided to you herewith. We would like you to start on **27 June, 2022** or earlier. This offer is contingent upon execution of the Employment Agreement, Data Transfer Consent Form, Data Record Form and Code of Business Conduct & Ethics.

We are pleased to have you join us, and look forward to a mutually rewarding association. If the terms above are acceptable, please sign below and return a copy. In addition, upload a signed copy of the Employment Agreement and other documents as requested. This offer is valid for TWO business days from date of receipt.

For **TIBCO Software India Pvt. Ltd.**

Neetal Vaidya
VP, HR (India)

I acknowledge and accept this offer from TIBCO Software India Pvt. Ltd.

Sahil Jadhav

Date: 09 June 2022 Start Date: 27 June 2022

Please complete and upload the following documents at the earliest:

1. Employment Agreement and Non-Disclosure Agreement
2. Data security Compliance Statement & Field Services Acknowledgement of Customer Data

3. Data Transfer Consent Form
4. Code of Business Conduct & Ethics

TIBCO Software India Private Limited

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