

20th January, 2025

Dear Devam kathane,
Nagpur, India

Subject- Offer Letter for the position of ' SDE-1 (AI/ML)'

Welcome to **Onelab Ventures Pvt Ltd!**

We are very pleased to offer you the position of **SDE-1** with **Onelab Ventures**. This offer is subject to the terms as set out below-

1. Compensation and Joining date: Your total annual CTC will be **INR 6,60,000** as detailed out under Annexure A to this letter. Your joining date will be **20th February 2025**.

2. Location: Your base location for this role will be **Pune, Maharashtra**. Your services are transferable, and at the sole discretion of the management of the Company, you may be seconded or deputed by the Company to any of its activities, projects, subsidiaries, affiliates, or other establishments in India.

3. Employment Agreement/Appointment Letter: The terms of your employment shall be governed by the provisions of the Employment Agreement/Appointment Letter, which you shall receive and sign on your Joining date. Your employment shall also be governed by the Company's policies and Employee Handbook as may be adopted / updated by the Company from time to time. The Company reserves the right to alter your Joining date and the terms of employment at its sole discretion.

4. Probation: You will be on probation for a period of 3 (Three) months from the Joining date, which may be further extended basis your performance at the sole discretion of the Company. During the probation period, you can be terminated at any time without providing any reason with immediate effect or with such notice as the Company may deem fit. At the end of such probation period, your appointment will be confirmed in writing by the Company, provided your services have been found satisfactory. You shall continue to be on probation and your appointment shall not be deemed confirmed unless you receive an intimation to that effect in writing from the Company.

5. **Verification:** This offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of your past employment and educational records.

6. **Termination:** In case either you want to discontinue your service with Onelab Ventures Pvt Ltd, you may do so by providing a written notice. Such notice shall be given 90 days prior to the date of the service termination. Details of termination clauses will be given in your Appointment/Engagement letter.

We are looking forward to you joining our team and working together. Please feel free to contact the undersigned with any questions that you may have. Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance, on or before 21th January.

Best Regards,

For **Onelab Ventures Pvt Ltd**



Neha Singh

(Director)

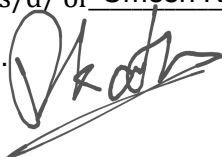
I have carefully read and understood the terms and conditions of my offer letter outlined herein above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: Devam Kathane

s/d/ of Umesh Kathane

Signature:

Date: 01/20/2025



Annexure A – Compensation

Head	Per Annum	Per Month
Basic	3,00,000	25,000
House Rent Allowance	1,20,000	10,000
Travel Allowances	90,000	7,500
Reimbursable Flexible Bucket (RFB)	68,400	5,700
Gross Salary	5,78,400	48,200
Employer Contrubution to EPF	21,600	1,800
Variable Cost		
Performance Bonus	50,000	
Health Insurance	10,000	
Total Cost to Company	6,60,000	50,000

Other terms and conditions:

1. The monthly salary shall be credited to your designated bank account on the last working day of each month.
2. **During the 3-month probation period, the salary will be set at 30,000 per month**
3. A performance bonus shall be awarded to employees ranked in the top 5%. Employees ranked between 5% and 15% will receive a performance bonus equivalent to one month's basic salary. Employees ranked below the 15% threshold shall not be eligible for a performance bonus. The performance bonus shall be disbursed upon the completion of one year of service.
4. Reimbursement for medical insurance premium charges will be provided upon submission of the premium receipt.
5. Taxes/Duties/Government Levies (including TDS and Professional Tax, as per applicable laws, will be charged extra as applicable and would be deducted from the remuneration, commission, and bonus paid to the Employee.
6. The contents of this letter are exclusive and confidential in nature; it should not be shared or communicated with any third party.
7. The above structure will include PF deductions (Employer's and Employee's Contribution).