



KNOLS . COMMITMENT . RESULTS



knols . commitment . results

Welcome to Knoldus and congratulations on your new position.



Congratulations and welcome to Knoldus. We are delighted that you have decided to grow your career with us. Knoldus designs, builds and maintains digital systems with a product mindset to provide competitive advantage to the businesses. We modernize enterprises through cutting-edge digital engineering by leveraging Functional Programming (Scala, Rust, Java) and Fast Data (Spark, Flink) ecosystems.

Our mission is to provide reactive and streaming fast data solutions that are message-driven, elastic, resilient, and responsive to build High-Performance Systems. We help enterprise clients – including many Fortune 500 companies – to create the next-generation capabilities that set them apart. We provide our global workforce an environment that fosters a culture of innovation, excellence and continuous learning. We are hopeful that you will be able to build your career at Knoldus into a journey of personal growth and success.

We look forward to your arrival!

Vikas Hazrati
Chief Executive Officer (CEO) at Knoldus






Employment Agreement








Dear Sunil Munde

Date: 21-01-2022

We are pleased to offer you an employment with Knoldus Software LLP, Noida ("Knoldus") under the terms and conditions provided herein, effective as of 31-01-2022.

Employment Terms; Compensation; Benefits

Position 	Senior Software Consultant- QA
Location 	Your place of posting will be NSEZ Noida, India <ul style="list-style-type: none">• Work location may be changed to facilitate knoldus' business needs.
Annual Total Remuneration (on a Cost to Company basis) 	As per Annexure I <ul style="list-style-type: none">• The salary is payable every month after mandatory tax and Provident Fund deductions as required by the government rules at your place of posting in India.• Knolstock- To be granted, accrued and used in accordance with Knoldus' policy.
Statutory Bonus 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
Gratuity 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.

Annual Vacation 	To be granted, accrued and used in accordance with Knoldus' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Knoldus policy and applicable law.
Annual Earned Leave 	To be granted, accrued and used in accordance with Knoldus' policy and applicable law.
Maternity Benefits 	Shall be provided subject to the Maternity Benefit Act, 1961.
Paternity Benefits 	To be granted, accrued and used in accordance with Knoldus' policy.
Internet Allowance 	To be granted, accrued and used in accordance with Knoldus' policy
Rewards & Awards 	To be granted, accrued and used in accordance with Knoldus' policy
Benefits Plans 	Entitlement to insurance schemes, if and as applicable under Knoldus' policy and subject to applicable terms of insurance policies and Knoldus policies.

Probation Period

You would be on probation for the first 6 months from the date of your joining. Within the probation period, the company may terminate the contract with reason within Sixty working days notice period or compensation in lieu thereof. However, the company may with “cause” terminate the contract if you are found in breach of any terms of your employment and the company policies. You may terminate your employment for any reason with a sixty days notice. On the successful completion of the probation period, your services would be made permanent if the progress is found to be satisfactory. The notice period after the end of probation period is sixty working days on each side.

Working hours

Working hours are generally 9 hours a day, 5 days a week. Your position may require that you work additional hours, as may be necessary for the effective performance of your duties.

Documentation

You need to submit the following documentation upon acceptance of this offer:

Copy of acceptance of your resignation letter/ relieving letter from the current/last company.

Identity Proof- Aadhar card

Please be ready with all the following documents as a soft copy on the day of your joining for records & verification purposes:

- Copy of your educational degree (from 10th onwards)
- Copy of experience letters from previous organizations
- Copy of PAN card & Aadhar card (Mandatory)
- Local residence proof (last 3 months telephone or electricity bill/election card ID/driving license)
- Copy of acceptance of your resignation letter/ relieving letter from the last company
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Non-receipt of the document on DOJ may result in cancellation of the offer.

If you accept this offer, please sign this letter, and return it to us as an acceptance. This offer will remain open until the next **2 business/working days**. If we do not get confirmation from your side, the offer would be automatically rescinded.

We look forward to have you with us in our team.

I, the undersigned, Sunil Munde , acknowledge that I have read this agreement carefully and confirm my understanding of, and my full compliance with, its terms. I confirm that I voluntarily, and on my own free will, accept the terms of this agreement and commit to comply with them.

{{Signature candidateSignature}}

Candidate's Signature

Date

Annexure- I...Continued.

Please note:

EARNINGS	MONTHLY	YEARLY
Basic	26,079.92	3,12,959.00
HRA	13,039.92	1,56,479.00
Leave Travel Allowance	2,172.42	26,069.00
Statutory Bonus	1,400.00	16,800.00
Flexi Pay	14,003.33	1,68,040.00
TOTAL EARNINGS (A)	56,695.59	6,80,347.00
BONUSES		AMOUNT
Gratuity		15,053.00
Group Medical Insurance		5,000.00
Performance Linked Bonus		38,000.00
TOTAL BONUSES (B)		58,053.00
Total (A+B)		7,38,400.00
OTHERS	MONTHLY	YEARLY
PF Employer	1,800.00	21,600.00
OTHERS TOTAL	1,800.00	21,600.00
TOTAL		7,60,000.00

LTI (Long Term Incentive) will be 10% of the CTC as Managerial Benefit which will be accrued after completion of 3 years of Service.

Employee's contribution to provident fund is a mandatory component in the salary structure and will be deducted from the Total Gross

****Gratuity will only be payable to you subject to your eligibility for receiving gratuity under the Payment of Gratuity Act, 1972, as may be**

applicable. The gratuity amount is only indicative in nature and has been arrived at based on your current basic salary amount. The amount is for the limited purposes of your reference and cannot be claimed as a matter of contract or a right unless you are eligible to receive it under law.

*****Group medical insurance: Any extra premium paid for policy shall be recovered from employee's salary and any balance will be paid in Nov/Dec payroll.**

******The Company shall withhold from any amounts payable to you such taxes as may be required to be withheld pursuant to applicable laws or regulation. In case of any under-withholding caused due to any wrong declaration by you, you shall be solely responsible to pay the necessary tax and any interest/penalty thereon.**

- "This is a computer-generated offer letter, which has duly generated and considered to be valid offer letter issued on behalf of the HR team of Knoldus, and It is issued and addressed solely for the use and signature of Candidate."**

