

**Mr. Sushant Bait**  
Dange Chowk,  
Pune  
Pin Code - 411033

**26th October, 2021**

**APPOINTMENT LETTER**

Dear **Sushant**,

With reference to your Resume and subsequent interview you had with us, we are pleased to appoint you as a **"Software Engineer"** in our organization on the following terms and conditions:

**Date of Joining:** You have joined us on **26th October, 2021**.

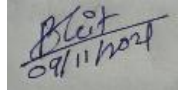
**Remuneration:** Your Annual Total Employment Cost to the company would be **Rs. 8,50,008/- Per Annum ( Eight Lacs Fifty Thousand And Eight Rupees Only )**. This comprises of your salary and performance linked incentives and the details of which is been given in the Annexure attached below.

Please note that the salary will be on the basis of lump sum and taxes applicable will be deducted from your salary every month.

**Probation/Confirmation:** You will be on a probation period for six months or more if required. During the probation period your services can be terminated with seven days/immediate notice by the company.

**Place/Transfer:** Your present place of work will be at **Pune**, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

You will be required to comply with all such rules and regulations as the Company may frame from time to time.



**Corporate Office**

1st Floor IT 06, Blue Ridge SEZ,  
Rajiv Gandhi IT Park, Phase - I,  
Hinjewadi, Pune - 411 057, MH,  
India.

**Regd. Office**

124, Prabhadevi Unique Industrial Estate,  
Off V S Marg, Prabhadevi,  
Mumbai - 400 025, MH,  
India.

✉ india@neosofttech.com  
☎ +91 (22) 40500600  
☎ +91 (22) 40500695

**Leave:** You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

You are entitled to Earned Leave, right from your date of Joining. You are eligible for 1.5 leaves monthly. Sick Leave will require a doctor's Certificate to be submitted.

Any of our technical or other important information including any personnel information which might come into your possession or knowledge during the continuance of your service with us shall not be disclosed, divulged or made public by you at any time.

You will be required to maintain utmost secrecy in respect of the following confidential assets including Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

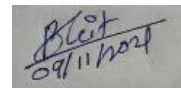
If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

**Notice Period:** Three months' notice will be applicable from both sides for the termination of the services, though the management reserves the right to terminate your services earlier giving the due notice if your services are found unsatisfactory.

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance. We welcome you to The **NeoSOFT** family and look forward to a fruitful collaboration.



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**ANNEXURE A  
SALARY DISTRIBUTION**

<b>Name: Mr. Sushant Bait</b>		
<b>Designation: Software Engineer</b>		
<b>Target Annual Compensation From Neosoft Technologies</b>	<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
Basic	21,875	2,62,500
House Rent Allowance	10,938	1,31,256
Conveyance	1,600	19,200
Special Allowance	27,035	3,24,420
<b>Total (A)</b>	<b>61,448</b>	<b>7,37,376</b>
<b>Statutory Benefits (B)</b>		
Gratuity		12,624
<b>Total Fixed Compensation (A) + (B)</b>	<b>62,500</b>	<b>7,50,000</b>
Retention Bonus		1,00,008
<b>Total Cost To Company</b>	<b>70,834</b>	<b>8,50,008</b>
<b>Deductions ( C )</b>		
PT	200	2,400
<b>Total Deduction(C)</b>	<b>200</b>	<b>2,400</b>
<b>Net Salary Payable(A)-(C)</b>	<b>61,248</b>	<b>7,34,976</b>

\*Any tax liability arising out of your compensation shall be borne by you and it will be as per Income Tax rules.

Notes:

- All Payments are subject to appropriate taxation.
- The salary structure is liable for modification from time to time.
- PLI are paid annually

**For Neosoft Technologies**

*PSingh*

*Bait*  
*09/11/2021*

**Ms. Simran Singh (HR Manager)**

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