



April 24, 2017

Tanuj Dandamudi,
8-82/1, Prasadampadu,
Sai baba temple area,
Vijayawada, Andhra Pradesh-521108

Dear Tanuj Dandamudi,

It is my pleasure to notify you of our intent to extend the following offer of employment to you on behalf of CUBUS Banking Solutions India Private Limited (known as CUBUS).

Title: Programmer

Reporting Relationship: The position will report to Arasan Asokan, Technical Lead of CUBUS.

Job Description and Goals or Objectives: See Attachment 1 for a detailed job description.

Salary: Will be paid on the last day of the month. Salary will be paid on a cost to company basis of INR 29,167 (Rupees Twenty Nine Thousand One Hundred and Sixty Seven only) per month, and will comprise of Basic Salary, HRA, Conveyance Allowance, Medical Allowance, Special Allowance, Education Allowance, and Night Shift Allowance. Salary will be subject to deductions for taxes and other withholdings as required by law and/or CUBUS policies

Medical Insurance: Upon satisfactory completion of the first 90 days of employment, CUBUS will commence reimbursement of your health care or accident insurance premium costs at actuals up to a maximum of INR 30,000 per year.

Performance Reviews and Bonus: Upon satisfactory completion of the first 90 days of employment, your manager will undergo your performance development planning process, and set annual goals and objectives. You will be entitled to an annual performance review that will be completed by your manager no later than 30 days from your employment anniversary. Based on your performance review, your manager will recommend you to senior CUBUS management for a salary raise. At a minimum, you will earn a 4% increase in annual salary. Your annual bonus amount will be dependent on your performance as reviewed by your manager, and the overall financial performance of the company. You will be eligible for an annual bonus up to 25% of your annual salary.

Start Date: April 24, 2017

