



18 July 2023

Touheed Khan
4/718, Street No -5,
Ashraf Ganj Thana Rasoolpur,
Firozabad, UP 283203

Dear Touheed,

With reference to our discussions regarding the employment opportunity with Verisk Analytics India Private Limited, we're delighted to offer you the position of Sr. SDET I with Verisk Analytics India. Verisk is a dynamic and exciting place to work, and we're confident that your skills and experience will be a valuable addition to our team. Your start date is 02 August 2023 and you'll be reporting to Vijay Santosh Alla, Dir Quality Assurance. This position is Office in location Hyderabad.

With reference to our discussions regarding the employment opportunity with Verisk Analytics, we are pleased to offer you the position of **Sr. SDET I** at mutually agreed terms and conditions. The offer is valid for **Three days** from the date of issue. A firm letter of appointment shall be issued to you on compliance of the terms and conditions as per the company policy. The Company Rules and Regulations will form part of your Contract of Employment, and your employment will be conditional upon and subject to your acceptance of these rules as currently in force and as may be amended from time to time. Your joining date, as confirmed by you, is on or before **02 August 2023**.

Your initial/immediate place of work will be in **Hyderabad**.

Your Total Cost to Company would be about **Rs. 17,71,818 /-** (Rupees Seventeen Lakhs Seventy One Thousand Eight Hundred Eighteen Only) per annum in which about **Rs. 16,54,368 /-** (Rupees Sixteen Lakhs Fifty Four Thousand Three Hundred Sixty Eight Only) is your Fixed compensation.

Variable Compensation:

This position is eligible for our Short-Term Incentive (STI) program. The STI target is **7.5%** i.e., **INR 1,17,450/-** of your base salary and is based on company, business unit and personal performance. The first opportunity to receive an STI award will be determined based on your hire date.

Relocation:

The company will reimburse you relocation expenses payable on actuals to the maximum of **INR 25,000 INR**. Should you voluntarily leave the company within 12 months from your date of hire you agree to repay this allowance in full.

Please refer to the Annexures on the following pages for your Compensation and Benefits details.

Probation:

During the first six months (6 months) of your employment at this company, you will be on probation period. After successful completion of the probation period, your services shall be confirmed. However, at the sole discretion of the management, your probation period may be extended in case the management feels it necessary to extend. Your services may also be liable to *termination* without any prior notice in case your performance is not satisfactory after extension.

Termination Notice:

1. An Employee can terminate the contract of service with Verisk Analytics India by submitting at least Two months [60 days] notice in writing. This is applicable during probation and after confirmation as well.



2. Verisk Analytics India can terminate a confirmed employee by giving a notice of 30 days or pay in lieu of such notice period.
3. Verisk Analytics India can terminate an employee during probation period without any prior notice.

As per Company's policy, background verification including education and employment check including financials would be done through a third-party agency. The Management's decision will be final while considering the reports of such verification

We welcome you to Verisk Analytics and trust that your association with us will be a professionally rewarding one.

With best regards
For Verisk Analytics India Private Limited

Raga Sandhya Mallu
Director, HR

Candidate Acceptance:

I agree and accept the above terms and conditions and the company's rules and regulations.

Signature:

Name:

Date:

DocuSigned by:

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Touheed Khan

18-07-2023



Annexure-A

Name: Touheed Khan

Designation: Sr. SDET I

| Annual Fixed Compensation | Monthly (INR) | Annual (INR) |
|--|-----------------|---------------------|
| Basic | 52,200 | 6,26,400 |
| HRA & Other Allowances | 78,300 | 9,39,600 |
| Employee Gross Salary | 1,30,500 | 15,66,000 |
| Employer PF Contribution | 6,264 | 75,168 |
| Sodexo Food Coupons | 1,100 | 13,200 |
| Total | 1,37,864 | 16,54,368 |
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| Annual Variable Compensation | | Target |
| STI Target Performance Bonus % | - | 7.5% |
| Performance Bonus Amount^ | - | 1,17,450 |
| Potential Annual Compensation (INR) | - | 17,71,818 |
| ^ Performance Bonus can vary between 0 and the Target Bonus or higher based on the Employee's performance as well as the Company's performance. | | |
| Annual Estimated Cost of other Benefits | | Annual (INR) |
| Family Health, Personal Accident, Life Insurance, Gratuity, Employee Teambuilding & Wellness etc. | | 81,000 |
| Total Compensation (Benefits Inclusive) | Total** | 18,52,818 |

- Review period is from January 1st to December 31st.

**Gross Annual package and benefits can be higher or lower depending on the employee performance and contributions.

For Verisk Analytics India Private Limited

Raga Sandhya Mallu
Director, HR

Annexure-B

BENEFITS:**A. Health Care/Medical:**

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| Group Medical Insurance: | <ul style="list-style-type: none"> Medical insurance coverage, with an annual limit of INR 7,00,000 for employee and up to five dependent members of the family (including parents), based on eligibility. Coverage includes <ol style="list-style-type: none"> Pre-existing diseases Day one coverage for newborn children, Waiver of first year exclusions and also of 30 days waiting period. Cashless facility available in all Network hospitals. |
| Group Personal Accident Insurance Coverage: | <ul style="list-style-type: none"> Employee is covered under the Life insurance for approximately up to Three times the annual gross salary. The coverage includes compensation in the case of disability caused by accidents. |
| Group Life Insurance Coverage: | <ul style="list-style-type: none"> Employee is covered under the Life insurance for approximately up to Three times the annual gross salary. |
| Wellness Benefit: | <ul style="list-style-type: none"> Employees, who meet the eligibility requirements, will be reimbursed for expenses up to INR 5000 per annum related to health and wellness claims, on submission of the relevant receipts. This is a one- time payment. |
| Home Office Setup Expense benefit | <ul style="list-style-type: none"> Employees will be reimbursed for expenses up to INR 5000 related to home office setup (office furniture, computer/internet peripherals etc.) claims, on submission of the relevant receipts. This is a one- time payment. |

B. Learning & Development:

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| Tuition reimbursement: | <ul style="list-style-type: none"> Employees, who meet the eligibility requirements, will be reimbursed the tuition fees for job related or future job-related courses subject to necessary approvals and on submission of the relevant receipts. This is subject to applicable taxes. |
| Soft skills training: | <ul style="list-style-type: none"> Employees can attend, the soft skills training sessions organized by the company for self- development. |
| Training/Conferences: | <ul style="list-style-type: none"> Employees will be allowed to attend training and conferences based on relevance to ongoing work or plans in the employee's group, based on approval from the group Manager. |
| Professional certifications: (CEEM, Are, AINS etc.,) | <ul style="list-style-type: none"> Employees will be allowed to get professional certifications, based on relevance to ongoing work or plans in the employee's group, based on approval from the group Manager. |



C. Incentive & Reward Programs:

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| Verisk way to Go Awards: | <ul style="list-style-type: none"> This recognition bonus is given out to an employee to recognize the key accomplishments in ongoing work and to recognize specific contributions in a quarter. |
| Service Anniversary Awards | <ul style="list-style-type: none"> This bonus is given to employees completing 3, 5, 10, 15, 20 and 25 years of Service. This may range from INR 5000 to up to INR 100000. |

D. Retirement benefits:

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| Provident Fund: | <ul style="list-style-type: none"> Company will contribute 12% of basic salary and match the employee contribution of 12% of basic salary |
| Gratuity: | <ul style="list-style-type: none"> As per the act, after the completion of 5 years of continuous service with the company, the employee will be eligible for 15 days of basic salary (last drawn) for every completed year of service. |

E. Leave/Vacation and Paid holidays:

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| Paid Leaves | <ul style="list-style-type: none"> Employees are entitled to 18 days of earned leave per year. Only 10 unused paid leaves per calendar year will be allowed to be carried over to the accumulation pool. Paid Leaves can be accrued to a maximum cap of 60 days. |
| Casual Leaves | <ul style="list-style-type: none"> Employees are eligible to 12 days of Casual leaves in a year. These are not encashable or non-transferrable to the following calendar year. |
| Sick Leaves | <ul style="list-style-type: none"> Employees are eligible to 12 Days of Sick leaves in a year. These are not encashable or non-transferrable to the following calendar year. |
| Leave Encashment | <ul style="list-style-type: none"> Leave encashment can be done up to a maximum of all unused paid leaves or 60 days whichever is lower at the time of separation. |
| Maternity leave: | <ul style="list-style-type: none"> Female Employees are entitled to maternity benefit for 182 days in all whether taken before or after childbirth. This can be availed twice in their term of service with the company. |
| Paternity leave: | <ul style="list-style-type: none"> Male Employees are entitled for a paternity leave for 5 working days in all and this can be availed either before or after childbirth. This can be availed twice in their term of service with the company. |
| Paid Holidays: | <ul style="list-style-type: none"> Employees are eligible to take 12 Paid Holidays, as per the list of holidays declared by the company. This will include 2 Optional Holidays given on special conditions. This will be at the discretion of the Management. |
| Bereavement Leave | <ul style="list-style-type: none"> Employees are entitled for a Bereavement Leave for 5 working days in case of unfortunate demise of immediate family member. The family members include- Parents, In Laws, Siblings Only. |

F. Miscellaneous benefits:

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| Meal vouchers: | <ul style="list-style-type: none"> Employees will be provided with tax free meal Card for INR 1100 per month. This is auto recharged every month. |
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| Employee Referral Program: | <ul style="list-style-type: none"> ▪ Employees can refer candidates for open positions and will be eligible for referral bonus if the referred candidates get selected*. ▪ The payout ranges from INR 5000 – INR 30000 based on the grade and experience of the hired candidate. *Conditions apply. Please refer to the policy for details. |
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G. Corporate Social Responsibility (CSR) –

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| CSR Initiatives: | <ul style="list-style-type: none"> ▪ Verisk takes pride in giving back good to the society and conducts a week of 'CSR activities. ▪ This includes- Blood donation campaigns, Green- initiatives, Adoption of a school and setting up science laboratories., Sharing lunch and many more... |
| Verisk Charity: | <p>Verisk is dedicated to corporate citizenship and committed to helping organizations that reflect our expertise and values. As a welcome gift, we share the spirit of giving by making a charitable donation in celebration of you. This includes</p> <ul style="list-style-type: none"> ▪ Empowering Business to Empowering Girls- a gender equality initiative at workplace ▪ Energy for Impact – working with local business to improve quality of live for millions of people ▪ Geo Hazard International – whose mission is to end preventable death and suffering using solutions (analytics) and ▪ International Rescue Committee – Responds to world's humanitarian crisis (Food, livelihood, disaster rescue and recovery etc.,) |

- Please refer to the company policy documents for more details and all the benefits are subject to the conditions mentioned in the policy documents.
- Please note that the company in its sole discretion reserves the right to modify/amend the policies and benefits.