



Circulant Software Pvt. Ltd.  
S-37, JMD Tower 3rd Floor  
Jaipur,  
Rajasthan  
India 302020

June 8<sup>th</sup> 2025

To,  
Dear Aryan Ramesh Waghmare

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Developer**. Your expected joining date will be **on or before Tuesday 18th July 2025**. You will be primarily based at our Jaipur location.

Your total annual compensation will be **INR 4,00,000** as detailed in Annexure-1. Kindly bring the following documents on the date of your joining.

1. Copies of all education certificates for the purpose of verifying the date of birth and all mark sheets of all academic qualifications and achievements.
2. Experience/salary certificate/pay slip of your last drawn salary.
3. Relieving letter from your current employer.
4. Two passport size photographs.
5. Photocopy of Identity proofs and your blood group details.
6. Copy of PAN Card.
7. Residential proof – the latest copy of telephone bill or bank statement or electricity bill bank Details and proof.

You will be reporting to our Director, **Mr. Naresh Kumar**. You will be provided with an Employment agreement once you join.

Please indicate your acceptance by returning the duplicate copy of this letter, duly signed, within the above-mentioned joining date, failing which the offer will stand withdrawn.

We look forward to your active Ownership in upholding our core values of Excellence with a focus on Customer Delight in every possible opportunity; active Collaboration & Knowledge Sharing with your team & all stakeholders; and Continuous Learning to take your capability and skillsets to the next level.



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**ANNEXURE – A COMPENSATION STRUCTURE (Private and Confidential)**

Total CTC		400000	
Particulars		Annually	Monthly
A	Basic Salary	160000	13333
B	Allowances		
	House Rent Allowances	80000	6667
	Special Allowance	101596	8466
	Leave Travel Allowance	13328	1111
	Medical Insurance Allowance	5076	423
C	CTC (A+B)	400000	33333
	Insurance Premium	5076	423
	Performance Bonus	40000	3333
D	Deductions	45076	3756
Gross Total/Net Pay(C-D)		354924	29577
Note: Bonus is the only variable component which is given every December.			
Any Tax liability arising will be deducted as per the Income tax rule.			

**Non-Disclosure Acknowledgment: Critical Financial Information**

All information which is Financial and Contractual in nature as part of Circulant is highly confidential and not to be disclosed.

The following financial information is classified as confidential and not for public discussion or sharing without any prior authorization:

- Salary information (CTC).
- Other Salary components including Increments, Annual/Quarterly Bonuses, Equity etc
- Financials and Contract value of your project and other Client Engagement Contracts
- Financials/Fees/Remuneration and Contract value of VENDORS, SUBCONTRACTORS, and other

ENGAGEMENT PARTNERS

The salary and financial information of the associates working under your leadership and management are confidential and not be disclosed to anyone unauthorized or without prior approval. Any unauthorized disclosure of confidential information by you stated above will be a violation of the company rules and policies, and appropriate corrective action will be taken which may be through the disciplinary procedure. You are also requested to bring it to the notice of HR or Management team if you find anyone discussing/sharing any financially sensitive information as mentioned above.



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### **Acknowledgement and Agreement**

I take this opportunity to welcome you into Circulant family and look forward to a fruitful association with you, acknowledge that I have read and understand the Non-Disclosure of Critical Financials of Circulant. I understand that if I violate the rules/procedures outlined in this agreement, I may face corrective action, up to and including termination of employment.

Yours truly,

<sup>DS</sup>  
*Anjana Sharma*

Anjana Sharma  
Human Resource Manager  
**For Circulant Software Pvt. Ltd.**

**I accept the offer on the stipulated terms and conditions**

Employee Name: Aryan Waghmare

Employee Signature: