

December 01, 2020

Abhisek Tripathy
Bangalore

Dear Abhisek Tripathy,

Further to our discussions, we are pleased to make you an offer of employment with **NetCracker Technology Solutions (India) Private Limited**. This offer is based on the following terms and conditions:

1. You will be appointed to the position of **Senior Software Engineer**. Your duties and responsibilities will be congruent with the position description. From time to time, you can be asked to perform other duties as assigned by the management of NetCracker Technology Solutions (India) Private Limited.

Your employment with NetCracker Technology Solutions (India) Private Limited shall commence on or before **February 01, 2021**.

The validity of the offer is conditional upon receipt of your acceptance and your joining on or before February 01, 2021. Your base location of work will be Bangalore. You would have no objections to work in any of the office locations in India.

2. You will be entitled to a Total Remuneration of **INR 1,200,000/-per annum** as outlined in the Appendix -A.
3. The validity of this offer is subject to the details of your employment history, educational qualifications, etc. being satisfactorily verified.
4. At the time of joining you will be required to sign the employment agreement, where in the terms and conditions of your appointment are explicitly mentioned.
5. You will be on probation for a period of three months. On successful completion of probation, your services will be confirmed in writing.

Please confirm your acceptance of this appointment by signing and returning the enclosed duplicate copy of offer and the employment agreement.

In closing, I believe that your acceptance of this employment offer and working with NetCracker Technology Solutions (India) Private Limited will be mutually beneficial, and I look forward to you joining our operations team.

Sincerely,

Srinivas Prabhu Sangam
Director, Human Resources

Signature

Date

Enclosures:

- Appendix – A - Salary Break up
- Appendix – B - Documents to be submitted at the time of joining

APPENDIX - A

Abhisek Tripathy - Salary Details

Particulars	Amount Per Month	Amount Per Annum
	In INR	In INR
Basic Salary	50,000	600,000
Housing Allowance	15,000	180,000
Leave Travel Allowance	4,167	50,000
Co. contribution to Provident Fund @ 12% of Basic Salary	6,000	72,000
Special Allowance	24,833	298,000
Total Fixed Pay	100,000	1,200,000
INDICATIVE TOTAL TARGET PAY		1,200,000

Other Benefits	
Gratuity	As per law
Medical Insurance	For self and up to 3 family members as defined
Personal Accident Insurance	Self
Vacation	22 days per year
Sick Leave	8 days per year

APPENDIX – B

At the time of joining, you are required to bring copies of the following documents:

- (a) Certificates supporting your educational qualifications along with marks sheets
- (b) Certificate in support of your age; required for statutory purposes
- (c) Employment certificates from previous employers
- (d) Service and relieving letter from previous employer
- (e) Last three salary slip or salary certificate
- (f) Form 16 or Taxable Income Statement duly certified by previous employer.
(Statement showing deductions & Taxable Income with break-up)
- (g) Passport: Identification, last page and visas stamped
- (h) Eight colored passport sized photographs
- (i) PAN card