CUELOGIC
An LTI Company

Date: Oct 17th, 2021
Mobile: +91- 7620233186
Email: c.pradipg@gmail.com
A/p Narsinhpur Tal-Walwa Dist-Sangli

Subject: Offer of Employment

Dear **Pradip**,

We are pleased to offer you the position of **Product Engineer** with Cuelogic Technologies Private Limited **An LTI Company** (the "**Company**"), in our **Pune office,** on the following terms and conditions.

Once you are part of the team, the Company will initially provide a period of indoctrination training to familiarize you with the company's procedures and processes.

1. **Annual Compensation**: Your annual compensation, calculated on a cost-to-company basis, is **INR. 10,75,000 p.a. (INR- Ten Lakh Seventy five only),** with the details provided in Annexure I. Your compensation structure may be amended at the sole discretion of the Company.

2. **Start date**: We look forward to you joining us on **Oct 18, 2021**. If you are unable to join us on the said date, this offer will be termed as invalid and will stand automatically revoked. The Company reserves the right to change your joining date by providing you a prior intimation.

3. **Office location**: You are initially appointed to work in our **Pune office**. The Company may also transfer or depute you to any other office or location of the Company or any of its subsidiaries or affiliates or group companies or to the work site or office of the Company's customer within or outside of India or as part a business arrangement or, sale of assets, merger, takeover, acquisition, or hive-off, the transfer you onto the rolls of another entity and you shall accept such transfer or deputation without demur. You may be required to enter a specific Service Agreement/Deputation Agreement if you are sent abroad for the purpose of training or Company's business.

4. **Residence proof**: The address in your application shall be deemed to be correct for sending any communication to you. Any communication sent to you at the given address shall be deemed to have been served upon you. You shall inform the change in residential address, if any, in writing to the HR Department within three days from the date of such change.

5. **Date of birth**: Based on your declaration and documents provided by you, we have recorded your date of birth as **Jun 7, 1995.**

6. **Service Conditions**: You shall serve the Company diligently, faithfully and to the best of your skill and ability. You shall perform the duties entrusted to you with high standard of initiative, and efficiency. You shall at no time refuse to do any work/ activities as allotted to you by your supervisors. You shall endeavor to increase your knowledge and skill through execution of jobs assigned to you from time to time.

7. **Working Hours:** The regular working hours of the company are from 10:00 A.M to 7.00 PM including 60 minutes for lunch break and 15 minutes for tea break. Depending on organizational requirement or project exigencies your working hours / workdays may be modified/altered from time to time.

8. **Leaves & Holidays**: You will be entitled to twenty-one (21) days of Earned Leave which are allocated as per calendar year. Your holidays will be governed by the Company Leave Policy that is framed as per the provisions of Maharashtra Shops & Establishment Act 2017.

9. **Retirement**: You will retire from the services of the Company on attaining the age of fifty-eight (58) years.

10. **Confidentiality:** Please note that the contents of this Offer Letter along with your compensation is strictly confidential information between you and the Company. It has been determined based on numerous factors such as your education, experience, specific skills and professional merit. You are not allowed to disclose this Offer Letter or your compensation to any person without written authorization of the Company.

11. **Background Verification:** Your appointment is conditional upon satisfactory reference and background checks (education, employment history and other details furnished by you in your application). It is also contingent upon your ability to work for the Company without restriction (e.g. non-compete obligations or other restrictive clauses with any previous employer). In case any information given by you is found false or incorrect at any point in time of your employment, the appointment will be deemed void ab initio and liable for termination without any notice or salary in lieu of notice.

12. **Programs and Initiatives**: In order to remain competitive our Company undertakes number of programmers or initiatives like Benchmarking, Continuous Improvements, Cost reduction, Training and Development etc. You are required to actively participate and contribute to such programs or initiatives.

13. All other detailed terms and conditions of your employment will be specified in the Appointment Letter/Employment Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the Appointment Letter and Company Policies collectively form a part of your employment conditions.

14. The Company may revoke this offer of employment (for convenience) any-time before execution of the Appointment Letter and without any prior notice or stating any reason thereof.

15. Validity of Offer

a) **Verification of Documents**: As part of our process, an antecedent verification of all the data or information produced by you, may be initiated and if it is found at any time that any information furnished by you to the Company proves to be incorrect or false or if you are found to have willfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

b) This offer is valid for forty-eight (48) hours from the date and time of offer sent, in cases where there is no acknowledgement, the offer will be considered invalid.

c) You are expected to join the Company after your present employer formally relieves you however, in case you are unable to present the relieving letter at the time of joining, the Company will not be liable for any consequences arising out of your previous employment.

d) This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.

Yours faithfully,

Cuelogic Technologies Pvt. Ltd. An LTI Company

Abhijit Puri

Sr. Director - Human Resource

Annexure I

5th Floor, Godrej Castlemaine, Next to Ruby Hall Clinic, Off Bund Garden Road, Pune - 411 001	CUELOGIC An LTI Company	
Name	**Pradip Gurappa Chavan**	
Designation	**Product Engineer**	
Salary Break-up	**Annual**	**Monthly**
Basic	305,083	25,424
BoB	711,860	59,322
Bonus	-	-
Base Salary	**1,016,943**	84,745
Annual Incentive	-	
Total Variable	-	
Total Target Cash (TTC)	**1,016,943**	
Provident Fund (PF)	36,610	3,051
Gratuity	14,674	1,223
Medical Insurance Premium	6,773	
	-	
Retirals and Other Benefits	**58,057**	
Cost to Company (C+D)	**1,075,000**	
E & OE	**Human Resource Department**	

Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter, dated **Oct, 17th 2021,** plus the enclosed Annexures and accept employment with **Cuelogic Technologies Pvt. Ltd.** -**An LTI Company**

Enclosures:
Annexure I - Compensation structure
Annexure II - Joining formalities

Employee Name: Signature:

Date: Place:

Cuelogic Technologies Pvt. Ltd. An LTI Company

Abhijit Puri

Sr. Director - Human Resource

Annexure II

Joining Formalities

Please bring the following documents with you at the time of joining, with your originals also for verification.

1. This Offer Letter with your original signature (for hand over to Company) — On joining, this letter serves as your official Appointment Letter
2. Passport Size Photographs with white background (3 photos)
3. Photocopy of birth certificate
4. All educational documents from 10th to highest education / final mark sheet
5. Photocopy of all previous employment / experience certificate / relieving certificate
6. Photocopy of passport, driving license and Aadhar card (2 copies)
7. Photocopy of PAN / acknowledgement of PAN application (2 copies)
8. Address proof documents:

   Current Address Proof – Electricity Bill / Gas Bill / Copy of Rent Agreement / Voter ID

   Permanent Address Proof – Electricity Bill / Gas Bill /

   NOTE: Your name should be mentioned on the address proof.

   For any queries or explanation please contact **hiring@cuelogic.com**