

OFFER LETTER

Date: 24-08-2019.

To
Ajay Malik
National Institute of Technology
Uttarakhand

Sub: Offer of employment for the position of Product Engineer

It is our pleasure to offer you employment with Loyalty Juggernaut India Private Limited ("Company") for the position of Product Engineer, commencing on or before 01-06-2020, on the terms set forth in this letter. Your initial place of work will be at Hyderabad.

Your annual remuneration will be Rs.7,50,000/- (Rupees Seven Lakh Fifty Thousand Only) per annum. The breakup of which will be as provided in Annexure A and shall be subject to income tax, payment of provident fund and other statutory deductions. However the structure of your remuneration may be altered or changed from time to time in line with the policies and practices of the Company.

You shall execute and honor the Employment Agreement furnished to you as forming part and parcel of this offer. During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company policies and any other agreement that you may execute with the Company from time to time.

You are required to submit the following documents (soft copies) at the time of reporting for duty

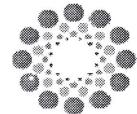
1. Appointment letter from current/Previous employer
2. Relieving letter from current/ previous employer
3. Last 3 months salary pay slips
4. PAN card and Photo id proof
5. Recent colour passport size photograph against white background

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented or fabricated, the Company shall have the right to terminate your employment without any notice or compensation.

Private Confidential

Loyalty Juggernaut India Private Limited

Level 9, SLN Terminus, Beside Botanical Gardens, Gachibowli, Hyderabad-500032, Telangana,
CIN: U72900TG2017FTC119886. Phone: +91-40- 67457747, www.lji.io.



If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance, and arrange to report for duty on or before the date mentioned above, failing which this offer shall automatically stand cancelled without any further information to you.

For any questions or clarifications regarding this offer, please contact Ms. Shraddha Dhavle at opportunity@lji.io. We wish you a bright and successful future, and look forward to a mutually fruitful association.

For Loyalty Juggernaut India Private Limited

Shyam Shah
CEO

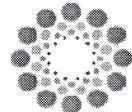
Private Confidential

Loyalty Juggernaut India Private Limited

Level 9, SLN Terminus, Beside Botanical Gardens, Gachibowli, Hyderabad-500032, Telangana,
CIN: U72900TG2017FTC119886. Phone: +91-40- 67457747, www.lji.io.



Annexure A



COMPENSATION

Details	Per Annum- 7,50,000/-
Basic	3,50,000.00
HRA	1,40,000.00
Conveyance	19,200.00
Medical Allowance	15,000.00
Special Allowance	1,75,800.00
Performance Bonus	50,000.00

Provident Fund (PF - Employer, Employee contribution), ESI would be deducted as per statutory laws, as applicable. Any other statutory deductions mentioned/not mentioned in this letter will be deducted as per the enactments from time to time with prior intimation.

Deferred Annual Benefits:

- Gratuity will be paid as per the extant Indian regulations
- Paid leave will be applicable as per company policy.
- Medical hospitalization insurance for Rs. 3 Lakh (For Self and Family), is covered as per company policy.
- The Company provides you an option to add your family members under Group Medical Policy. The family shall comprise the insured employee, his/her legally wedded spouse, first 2 living dependent children up to the age of 21 years only.

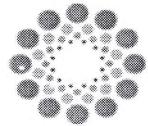
Private Confidential

Loyalty Juggernaut India Private Limited

Level 9, SLN Terminus, Beside Botanical Gardens, Gachibowli, Hyderabad-500032, Telangana,
CIN: U72900TG2017FTC119886. Phone: +91-40- 67457747, www.lji.io.



LOYALTY JUGGERNAUT
----- REIMAGINE LOYALTY -----

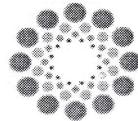


ACKNOWLEDGED, AGREED AND ACCEPTED:

I have read and understood the contents of this letter. The contents of this letter and the acceptance of the offer made by Loyalty Juggernaut India Private Limited on the terms and conditions set out herein have been agreed and accepted by me and I am signing this letter as a token of acceptance for the foregoing.

Ajay Malik

Ajay Malik



INTERNSHIP OFFER LETTER

Ajay Malik
National Institute of Technology
Uttarakhand

Date: 24-03-2019.

Re: Internship Offer at Loyalty Juggernaut India Private Limited.

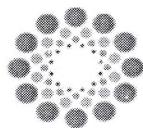
We are pleased to offer you an internship opportunity at Loyalty Juggernaut India Private Limited ("Company"), Hyderabad. Your internship shall commence on 06-01-2020 and shall continue upto 15-05-2020.

During the period of your internship, you will get a stipend of Rs.15000 per month. You will not be under the direct payroll of the Company and therefore, you will not be receiving any of the employee benefits including, but not limited to, health insurance, vacation, or sick-pay that the Company offers to its permanent employees.

You are required to submit the following documents at the time of joining:

- 3 passport size colour photographs
- Photocopies of PAN Card and address proof. You are required to carry original documents at the time of joining

For this internship, your major duties will include, but are not limited to Product engineering activities and innovation.



It is understood that your internship is voluntary and treated as 'at-will'. Further, please note that your internship will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented or fabricated, the Company shall have the right to terminate your internship without any notice or compensation.

During your tenure of internship, you would be governed by the Company policies and any other agreement that you may execute with the Company from time to time

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. All of this information shall be kept strictly confidential and you shall not use it for your own purposes or shall not disclose it to anyone outside the Company. Upon conclusion of the internship, you shall immediately return to the Company all of its property, equipment, and documents provided to you during the term of your internship.

During the term of your internship, you may create work reports, summaries, synopsis, projections among others for the Company, and all such work that is reduced to fixed form or is otherwise capable of any intellectual property protection will be the absolute property of the Company. You agree not to make claims over the same and to further do all acts, deeds or things as the Company may desire to enable the Company to have such rights over the works and or the work products.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance, and arrange to report for work on the date mentioned above, failing which this offer shall automatically stand cancelled without any further information to you.

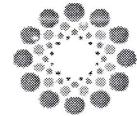
For any questions or clarifications regarding this offer, please contact Ms. Shraddha Dhavle at opportunity@lji.io. We wish you a bright and successful future, and look forward to a mutually fruitful association.

For Loyalty Juggernaut India Private Limited

Shyam Shah
CEO



LOYALTY JUGGERNAUT
----- REIMAGINE LOYALTY -----



ACKNOWLEDGED, AGREED AND ACCEPTED:

I have read and understood the contents of this letter. The contents of this letter and the acceptance of the offer made by Loyalty Juggernaut India Private Limited on the terms and conditions set out herein have been agreed and accepted by me and I am signing this letter as a token of acceptance for the foregoing

Ajay Malik

Ajay Malik

Private Confidential

Loyalty Juggernaut India Private Limited

Level 9, SLN Terminus, Beside Botanical Gardens, Gachibowli, Hyderabad-500032, Telangana,
CIN: U72900TG2017FTC119886. Phone: +91-40- 67457747, www.lji.io.