

## Offer Letter

**Friday, August 20, 2021**

Dear Mr. Akash Deep,

ChimpsAtWork Studios Pvt. Ltd is pleased to confirm our offer to you for the position of **Software Development Engineer II**. Your effective start date will be **October 11, 2021**. We trust you will treat the details of this offer with utmost confidentiality.

The terms and conditions of your employment with the company and the compensation package associated with this offer are as follows:

### **Compensation**

CAW Studios offers you a starting annual CTC (Cost to the Company) of INR 14,00,000/- p.a. The total annual CTC includes fixed component as described in the detailed breakup in the addendum.

You are required to strictly maintain the secrecy of salary and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment, to any other employee of the Company. In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and are expected not to discuss or disclose the same to any member of the client staff.

### **Termination**

Please recognize that this offer letter is not a contract of employment for any specific or minimum term and that the employment ChimpsAtWork Studios Pvt. Ltd, offers you is terminable with 2 months' notice from either side. In addition, the company shall be entitled to terminate your employment without notice in the event you are found to have engaged in:

- Any act of misconduct or negligence in the discharge of your duties or in the Conduct of the Company's business.

- Any other act or omission, inconsistent with your duties.
- Any breach of the employee agreement.

### Taxation

In terms of your employment with the company, any amount payable by company to you towards compensation, allowances and /or any other payments shall be subject to deduction of withholding taxes under applicable law. All requirements under Indian tax laws including tax compliance and filing of tax returns, assessments, etc., shall be fulfilled by you at your own cost.

### Addendum

Elements	Monthly (Rs)	Annual (Rs)
Basic	58,333	7,00,000
House Rent Allowance	29,167	3,50,000
Conveyance Allowance	5,833	70,000
Medical Allowance	1,250	15,000
Provident Fund (Employer's Contribution)	1,800	21,600
Other Allowances	20,283	2,43,400
<b>Fixed Salary</b>	1,16,667	14,00,000
<b>Total Base Pay (i.e., Annual Compensation)</b>	1,16,667	14,00,000
<b>Total CTC</b>		14,00,000

## Employee Agreement

Please indicate your acceptance of this offer by sending a confirmation email to

**snehalatha@cawstudios.com** on or before 24 hours of receiving this mail else the offer will automatically stand canceled. In addition, you would be required to sign and submit a copy of this offer letter on your first day at work. Please note that you are not authorized to alter the terms of this letter in any manner. Please print or save an electronic copy of this letter and a copy of the employee agreement for your records.

We feel you will make a substantial impact upon the future direction and success of our company.

We look forward to your joining us.

Sincerely,  
Mayankana Gupta  
CEO & Director  
ChimpsAtWork Studios Pvt. Ltd.  
Date: August 20, 2021

Acceptance

Akash Deep