

Offer Letter

14-Sept-2024

Anurag Kumar

Email : anuragkumar2872002@gmail.com
Phone: 9507816479

Dear Anurag Kumar,

Thank you for investing your time to pursue an opportunity with Framsikt Technologies Pvt. Ltd. We are pleased to offer you an employment opportunity as Software Developer at Framsikt Technologies Pvt. Ltd.

1. The terms for your employment are as below:

- | | | | |
|----|-----------------|---|--------------------|
| a. | Designation | : | Software Developer |
| b. | Date of Joining | : | 07-Oct-2024 |
| c. | Gross CTC | : | Rs.9,00,000 |
| d. | Location | : | Bangalore |

Your continued employment is contingent upon your successful completion of probation period. If the offer is acceptable to you, please confirm your acceptance by the 27th of September 2024.

Framsikt Technologies Private Limited

Suite 002, Farah Greens, No.10, Eagles Street, Langford Town, Bengaluru - 560025

CIN: U72901KA2016PTC094684

2. Details of Compensation

Components	Annual (INR)	Monthly (INR)
Basic	3,60,000.00	30,000.00
House Rent Allowance	1,44,000.00	12,000.00
Conveyance	19,200.00	1,600.00
Leave Travel Allowance	54,000.00	4,500.00
Medical Allowance	15,000.00	1,250.00
Transport Allowance	36,000.00	3,000.00
Food Allowance	36,000.00	3,000.00
Special Allowance	1,32,120.00	11,010.00
Gross Salary	7,96,320.00	66,360.00
Deductions		
PF - Employee contribution	43,200.00	3,600.00
PF - Employer's contribution	43,200.00	3,600.00
Gratuity	17,280.00	1,440.00
Cost to Company	9,00,000.00	75,000.00

3. Joining Bonus:

Assuming you will be in continuous employment of the company for at least 1 year, you will be eligible for bonus of Rs 1,00,000 that will be paid along with the first month's salary as an incentive for joining and relocation. In case you happen to resign from the organization within 1 year of joining date, then the same Rs 1,00,000 will be deducted from your final settlement.

4. Probation Period:

You will be on probation for a period of 6 months and may be confirmed as a regular employee upon successful completion of this period. Your confirmation will be based on your positive contribution to the company's objectives. The period of probation can be extended for a further period of six months or part thereof.

5. Increments and Promotions:

Your growth and increase in salary will depend solely on your performance and contribution to the company. Salary increases are normally given on continuous employment of one-year term with the company.

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6. Annual Bonus:

Depending on the profit performance of the company, the organization will declare an annual bonus, which is a percentage of the yearly profit. This bonus will be paid on pro-rata basis in the first year based on the number of months served. The annual bonus could be in the Rs 2,00,000 range based on the profit-performance of the company in recent years.

7. Notice Period:

During the probation period your services can be terminated anytime. On confirmation as a regular employee, you will be required to give two months' notice or salary thereof in case you decide to leave subject to the company's discretion. In the event of having any incomplete assignment, the company will have the discretion to relieve you only at the end of the two months' notice.

8. Confidentiality & Agreement:

As an employee at Framsikt Technologies Pvt. Ltd., you will have access to confidential customer information and technological processes. Therefore, to safeguard sensitive Company information, we require you to execute a Key Employee Non-Disclosure and Non-Compete Agreement as a condition of this offer and employment. Framsikt Technologies Pvt. Ltd. has also published an Employee Handbook that describes the Company's policies, procedures, and Framsikt Technologies Pvt. Ltd. commitments to you, other employees, and our customers. Your on-going employment at Framsikt Technologies Pvt. Ltd. will always be subject to your compliance with the Framsikt Technologies Pvt. Ltd. Employee Handbook.

9. Passport:

It would be to your advantage to have a valid passport at the time of joining duty.

10. Other terms & Conditions:

You agree not to undertake employment, whether full-time, as the Director/Partner/Member/Employee of any other organization/entity engaged in any form of business activity without the consent of Framsikt Technologies Pvt. Ltd. The consent may be given subject to any terms and conditions that the company may deem fit any may be withdrawn at any time at the discretion of the company.

Our offer to you is subject to producing degree certificates, all mark sheets, previous employment experience certificates, relieving letter, full & final settlement from the last employer and 3 months' salary slips from the previous employer on the day you join

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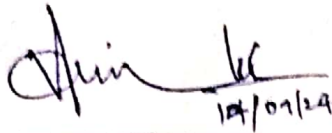
Framsikt Technologies Pvt. Ltd. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at our discretion.

You will also be governed by the rules and regulations of the company as applicable.

In token of your acceptance of this offer, kindly sign and return the duplicate copy at the earliest.

We welcome you to the Framsikt family and wish you a meaningful and rewarding career over the years to come.

For Framsikt Technologies Pvt. Ltd


12/01/24

Avinash Kudpaje
Director

I have read, understood and agree to the terms & conditions as set forth in this offer letter.

Anurag kumar
Sign your name

Date:

Anurag kumar
Print your name

Location:

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