

04 September, 2021

Prakash Raja P

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Phone: +91 9019860056

Dear Prakash,

We are pleased to extend an invitation for you to join the Maveric Team!

Started in 2000, Maveric Systems helps global banking and Fintech leaders drive business agility through effective integration of development, operations and quality engineering initiatives. Our strong banking domain competency combined with expertise across legacy and new age technology landscapes makes us a preferred partner for customers worldwide.

We offer Product Implementation, Integration and Quality Engineering services across Digital platforms, Banking solutions and Regulatory systems. Our insight led engagement approach helps our clients quickly adapt to dynamic technology and competitive landscapes with a sharp focus on quality.

Our discussions with you confirm our belief that you have the attitude and the competence that is of immense value to Maveric. We are pleased to formalize your relationship with Maveric by offering you the role of **SDE2**.

Please take time to carefully understand the remaining contents of this letter relating to your employment:

- 1. Designation:** **SDE2**
- 2. Probation Period:** You will be on probation **for a period of 6 months from the date of joining**, which will terminate automatically unless you receive prior intimation to the contrary.
- 3. Base Location:** Your base location will be **Bangalore**.
- 4. Business:** You will be part of the **Digital Business**, which is headed by **Kishan Sundar**.
- 5. Reporting:** You will be reporting to **Sai Kumar Jayanti, Associate Vice President** at Maveric Systems on your date of Joining.
- 6. Compensation:** Your Annual Compensation would be **INR 12,00,000/- (Rupees Twelve Lakhs Only)** paid in arrears on the last day of each month. Compensation will be reviewed on a yearly basis and your next review will be taken up in **October 2022**. Proposed Salary Structure is given in Annexure – 1. Your salary will be reviewed on an annual basis.
- 7. Joining Bonus:** You will be given a one-time joining bonus of **INR 50,000/- (Rupees Fifty Thousand only)** post completion of three months of joining Maveric.

Maveric Systems Limited (Head Office & Regd. Office) :

2nd Floor, 5th Block, DLF IT Park - SEZ, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4344 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001. Email: info@maveric-systems.com,

Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

Maveric Systems Limited :

Anchorage 1, No. 100/1, 3rd, 4th & 5th floor, Richmond Road, Bengaluru - 560025.

Phone: +91 80 4969 6969 | +91 80 4625 5555

CIN No. U74140TN2000PLC045197

- 8. Role:** As a **SDE2**, the following are your key accountabilities:
- ✦ Design, build and maintain the CI/CD infrastructure
 - ✦ Design and Develop the test automation to validate the builds in the CI/CD pipeline
 - ✦ Work closely with development teams to ensure that solutions are designed with customer user experience, scale/performance and operability in mind
 - ✦ Automate / Develop / Enhance SaaS / Cloud based Operations.
 - ✦ Proactive Development of monitoring solutions for supported applications.
 - ✦ Stay up to date on relevant technologies, plug into user groups and understand trends and opportunities that ensure we are using the best techniques and tools
 - ✦ Help create and maintain documentation.
- 9. Date of joining:** You will join **Maveric Systems** on **07 September, 2021** at our **Bangalore** Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day of work:
- ✦ All Educational certificates (Mark sheets of 10th, 12th, UG, PG (if applicable) and Degree certificate of UG and PG (if applicable))
 - ✦ All previous company Experience certificates and Relieving letters
 - ✦ Last 3 months payslips of the previous company
 - ✦ Photocopy of Passport, Aadhar Card and PAN Card
 - ✦ 8 passport size colour photographs (white or grey background)
 - ✦ Marriage Certificate (If applicable)
- These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.**
- 10. Notice Period & Termination:** Your employment with the Company can be terminated by giving Ninety (90) days' notice in writing from either side. Maveric's disengagement policy mandates you to provide a notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy or untrue information found in your application form or resume, or negative background verification report, willful neglect of your duties, breach of trust or gross indiscipline the Company has the discretion to terminate your services without any notice or without any payment in-lieu of notice period.
- 11. Work Hours:** The general work timings are 09:00 AM to 05:30 PM, Monday – Friday; however, the timings may differ based on your project and responsibilities.
- 12. Vacation:** You are eligible for 20 days of paid leave (prorated based on date of joining) for every Calendar year (January 1st – December 31st). In addition, you will be entitled to statutory public holidays (public holiday-list will be provided on joining).

13. Non- Circumvention: You will not approach or induce/assist any other individual to approach any clients of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location which has assigned as your target market. To communicate this understanding in more formal terms, you will be provided with a separate Maveric Non-Circumvention Agreement upon your joining. You are required to read the contents carefully and sign a copy of the same on your date of joining.

14. Confidentiality: You will be privy to information pertaining to Maveric and Mavericks' Clients' business from time-to-time as an employee. You will maintain as confidential, all such information that you gain while in employment. To communicate this understanding in more formal terms, you will be provided a separate Maveric Non-Disclosure Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

15. Offer Conditions: Maveric's offer of employment is strictly conditional upon receipt of:

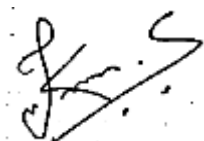
- a. A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date
- a. Satisfactory references
- b. Confirmation of your qualifications and educational achievements
- c. Confirmation of work experiences in the background verification. Should the background verification check fail at any point in time (even post of joining), the offer will stand void or revoked, and the employment can be terminated.

If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on or before **07 September, 2021** failing which this offer will lapse.

I take this opportunity to welcome you to Maveric and trust you will have a rewarding experience!

Sincerely,

Read and Accepted:



Kishan Sundar
Senior Vice President
Date: 04 September, 2021

Prakash Raja P
Date:

Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

Annexure 1: CTC Structure

Name: Prakash Raja P

Designation: SDE2

FIXED COMPENSATION STRUCTURE

ALLOWANCES		
A. MONTHLY ALLOWANCES	PER MONTH	ANNUAL
BASIC	40,000.00	4,80,000.00
HRA/LEASE AMOUNT	20,000.00	2,40,000.00
CONV. ALLOWANCE	1,600.00	19,200.00
MEDICAL REIMBURSEMENTS	1,250.00	15,000.00
SPL ALLOWANCE	30,177.00	3,62,123.00
Total	93,027.00	11,16,323.00
CONTRIBUTIONS		
B. ANNUAL LIMITS / CONTRIBUTIONS	PER MONTH	ANNUAL
MEDICAL INSURANCE	-	3,000.00
GRAUTITY	-	23,077.00
C . C . P . F	4,800.00	57,600.00
Total	4,800.00	83,677.00
Grand Total (CTC)		12,00,000.00

Annexure 2: Flexible Benefit Plan

FLEXIBLE BENEFIT PLAN

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level /Grade.

a) Sodexo Meal Card:

Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission.

Maximum entitlement of **INR 36,000 per annum** is applicable under this benefit.

a) Business Attire:

This benefit enables you to claim for purchase of formal clothes or business casuals.

You can claim up to a maximum amount of **INR 24,000 per annum** which will be reimbursed on submission of bills.

b) Communication:

This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses.

You can claim up to a maximum amount of **INR 48,000 per annum** which will be reimbursed post submission of bills.

c) Leave Travel Allowance:

You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times.

You can claim a maximum amount of up to **INR 1,00,000 per annum** based on your level/grade.

d) Fuel Reimbursement:

Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of **INR 28,800 per annum** on purchase of fuel for two/four-wheeler for office commutation.

e) Books & Periodicals:

If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of **INR 24,000 per annum** as reimbursement

f) Car Lease:

The Car lease plan entitles you to own a car with and reduce your tax burden. Car Lease works on a tripartite agreement model and agreement is formed among associate, asset owner and Maveric. Your entitlements on car lease and associated benefits like driver allowance, maintenance and fuel reimbursement are based on the vehicle's engine capacity. You can refer to 'car lease policy' for more details. Car Lease is applicable only for associates of level L5A and above.