

**29<sup>th</sup> April 24**

**Mr Dishant Yashwante**

C-301 United Courtyard,  
Sri Sri Ravishankar Marg behind Inox,  
Nashik

Mobile No: 7767994410

**Sub: Appointment Letter**

Dear Dishant,

We are pleased to appoint you for the post of "**Software Engineer - Technology**" in ARM Worldwide, with effect from **29<sup>th</sup> April 2024**, your initial posting will be in Mumbai on the following:

Terms and Conditions:

- 1. Compensation & Benefits:** Your remuneration will be Rupees "**Four Lakh Only.**"
  - a. "CTC per annum. (Structure as per annexure attached).
  - b. You will be covered under relevant statutory provisions as and when applicable, which would be adjusted from your consolidated salary.

- 2.** You will be under probation for a period of Six Months from your date of Joining. During the probation period, either party may terminate your services by giving Thirty days' notice or basic salary in lieu thereof depending upon the management's decision. Additionally, no leave will be allowed during the notice period. In case you take any leave, the company has the right to extend the notice period. The F&F documents will be withheld along with the basic pay of the month in case of failure to serve the complete notice period.

Salary: The month's salary to be on hold and to be released with the final F&F after completing the entire notice period. (Exceptions to be catered on the approval of CEO)

- 3.** At the end of your probationary period, you shall be deemed to be 'Confirmed' until and unless you are communicated otherwise in writing. Your probation can be extended up to a further period of 3 months in case your services are found unsatisfactory during your initial probationary period.
- 4.** Subsequent to your confirmation, your services are liable to be terminated by either side at any time giving two months' notice or basic salary in lieu thereof as per the company policy applicable from time to time without assigning any reason whatsoever. The F&F documents will be withheld along with the basic pay of the month in case of failure to serve the complete notice period.

Salary: First month's salary to be on hold and to be released by the end of the second month and the second month's salary will be on hold and released with the final F&F after completing the two months' notice period. (Exceptions to be catered on the approval of CEO)

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ARM Digital ARM Digital Media Private Limited. Building No.107, 4<sup>th</sup> Floor, Sec-44, Gurugram, Haryana 12

Tel. No: +91-124-4299441, Website: [www.armworldwide.com](http://www.armworldwide.com)

- 5.** You will carry out all instructions of your seniors with regards to your work and carry out diligently and earnestly all duties or work that may be assigned to you from time to time.
- 6.** You shall keep the management posted with any change in your postal address otherwise the last address communicated by you to the company or available in the company record will be deemed as your postal address for the purpose of all communication from the company.
- 7.** You will be responsible for the safe custody of any tools, equipment, books or property of the company, which may be in your charge. The company will have right to deduct from your dues the money value of any damage or loss caused by you to the property of the company.
- 8.** You would be responsible to protect the information and knowledge you would be having access to, while being placed in our client location or on any such project. Any loss or damage accruing to the company by way of incorrect management of Client information or knowledge would be borne by you.
- 9.** You are liable for medical check-up at all times by any Registered Medical practitioner as may be specified by the company. The management may terminate your employment, if you are found unfit physically or otherwise.
- 10.** You will automatically retire from the services of the company on attending the age of 58 years or as per company policy.
- 11.** If any declaration given by you at time of your appointment is found to be wrong or you are found to have willful suppressed material information, the appointment itself will be deemed to be void and your services will be liable to termination without notice or compensation in lieu thereof.
- 12.** You will abide by and be governed by all rules, regulations, and orders of the company that are in force/are framed / modified from time to time and may be applicable to your category of employees and to your place of posting.
- 13.** You will be abiding to join any of our clients for at least six months after separation from. Arm Digital Media Pvt. Ltd. In either case, you will be liable to pay six months' salary to ARM Digital Media Pvt. Ltd.

In case, the above terms and conditions are acceptable to you, please sign the declaration of duplicate copy of this appointment letter as token of your acceptance. We look forward to a mutually satisfying long terms association.

Welcome to the Family!!!

Sincerely,

A circular blue ink stamp with the text "ARM Digital Media Private Limited" around the perimeter and "Gulati" in the center. Overlaid on the stamp is a handwritten signature in blue ink that reads "Manas Gulati".

**MANAS GULATI**  
CEO, ARM DIGITAL

**DECLARATION:**

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of services herein detailed and service rule as on date and as amended from time to time, which have been explained to me in a language understood by me and I accept and undertake to abide by the said terms and conditions.

**To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone except with your immediate family, personal, financial and legal advisors.**

(Signature)  
Dishant Yashwante  
Date:  
Place:

## Annexure

Based on our discussion, we are pleased to share the letter of intent, at terms that have been mutually agreed upon.

Designation:	<b>Software Engineer – Technology</b>	Grade:	<b>I B</b>
Date of Joining:	<b>29 April 2024</b>	Initial Posting:	<b>Mumbai</b>

Please find break up of your CTC – '**Four Lakh Only**' per annum.

Particulars	Monthly	Annual
Basic Salary	16,667	200,000
HRA	8,333	100,000
Special Allowance	5,949	71,391
S. Bonus	584	7,009
PF	1,800	21,600
<b>Total</b>	<b>33,333</b>	<b>4,00,000</b>

\*taxes to be deducted as per the government policy

### A. Compensation & Benefits

#### Compensation

In addition to the Annual Compensation mentioned in (A) above, you may also be eligible for a variable performance incentive which may vary between 0 to 20 % of your Annual Compensation. The said percentage will depend upon

1. Your actual performance against the key result areas (KRAs") for the respective month/quarter/year. Your KRAs will be set in consultation with your reporting manager before the commencement of each month/quarter/ year.
2. Company's performance against targeted revenues / turnover ("Company targets")" as the case may be

## Benefits

You will also be eligible to participate in the Organization's retirement benefits program, as applicable to employees at your level i.e. Provident Fund

Upon completing 6 months with the Organization, you will also be enrolled in the health insurance scheme as applicable to employees at your level until your notice period. In addition, you will be entitled to any other benefits, as per prevailing Organization's policies.

## General Terms

1. The Company reserves the right to restructure the components of your compensation including withdrawing the variable performance incentive, as it may deem appropriate without any prior information. All tax liabilities arising out of such a change or due to any change in tax enactment shall be borne by you.
2. You will be or may become eligible for other benefit plans as adopted by the company from time to time. The terms of those plans shall be as determined by the Company or thereafter amended and shall be governed by the terms of the applicable plans or award agreement provided to you at the time of issuance.
3. The Company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.
4. Taxes at source will be deducted as per provisions of Income Tax Act, 1961.



**MANAS GULATI**  
CEO, ARM DIGITAL

(Authorized Signatory)