

Ref. No: DGV/HR/04/23-24/12

17 April 2023

Pranav Desai
M/102 New Rachna Park
Chakki Naka
Kalyan east
thane, THANE, MAHARASHTRA

Subject: Offer LetterDear **Pranav Desai**,

We refer to the recent interview with us and subsequent discussions regarding job profile. We are pleased to offer you the position of **Software Engineer** in our organization. This offer will be subject to following terms and conditions:

1. Your fixed annual CTC will be INR 5,38,554/- (Five Lakh Thirty-Eight Thousand Five Hundred and Fifty-Four Only) till completion of your probation period i.e. 6 Months. Post successful completion of probation period your fixed annual CTC will be 6,38,658/- (Six Lakh Thirty-Eight Thousand Six Hundred and Fifty-Eight only).
2. The detailed salary breakup is attached with this offer letter as an Annexure. The salary will be paid to you as per the extant policy of Digivridhi Technologies Private Limited (DGV).
3. You will be initially based at Navi Mumbai & report to Technology Lead. However, your services are transferable to any location within India as per business requirement.
4. From the date of your joining DGV, you will be on probation for a period of six months. You will be confirmed, provided your performance during the period of probation is satisfactory. Your probation period may be further extended based on Confirmation Review and at the discretion of the Management.

After successful completion of the probation period and subject to your performance your appointment shall be confirmed in writing. Either party may terminate the employment by giving a minimum of two (2) months' written notice or Basic Salary in lieu of Notice Period to the other party.

5. This offer is valid subject to you joining on **2nd May 2023** and successful clearance of Pre-Employment formalities.
6. You shall not disclose to any third party any details regarding the Company or DGV's business which includes information regarding any of DGV's customer, business plans, or price points (the "Confidential Information"). You will not make copies of any Confidential Information, or any content based on the concepts contained within the Confidential Information for personal use or for distribution.

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7. You will have to sign a Non-Disclosure Agreement with DGV at the time of joining. In the

Digivridhi Technologies Private Limited**Registered Office:** 562, 19th Cross, 1st Block, R.T.Nagar, Bengaluru, Karnataka -560032**Corporate Office:** J-3030, Akshar Business Park, Plot No-03, Sector 25, Vashi, Navi Mumbai, Maharashtra 400703

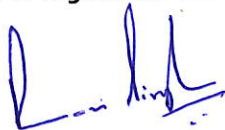
event of breach of any of these conditions on your part, you will be liable for termination of services with immediate effect.

8. Prior to joining or at the time of joining, you are required to submit following set of documents:
 1. Copies of all educational certificates.
 2. Copies of all previous experience certificates.
 3. Copy of Relieving letter from your current organization if applicable.
 4. Copy of PAN card, Aadhar Card, Driving License/Passport.
 5. Passport size digital photograph.
9. You are requested to sign the duplicate of this Offer of Employment Letter as a token of you having received and accepted the proposed terms and conditions of employment with us. If we do not receive the signed copy of this letter within 3 days from the date of this letter, then this offer will be considered as null and void.
10. This Offer is based on your credentials submitted during application process at DGV. If at any point of time it has been found that you falsely fabricated personal data to gain employment, DGV reserves right to initiate Disciplinary Action as deemed fit.

We are excited to have you join us as a valuable member of our growing organization and looking forward to along and mutually beneficial relationship.

Best Regards,

For **Digivridhi Technologies Pvt Ltd**



Ravi Singh
(General Manager & Head: People
Facilities & Marketing)

Encl: As stated above

This offer is received; terms and conditions are accepted.

(Pranav Desai)

Date:

ANNEXURE

Salary Components	CTC Breakup Till Probation		CTC Breakup Post Probation	
	Per Month (INR)	Annual Amount (INR)	Per Month (INR)	Annual Amount (INR)
Basic	17,000	2,04,000	20,337	2,44,042
HRA	8,500	1,02,000	10,168	1,22,016
Allowances	17,000	2,04,000	20,337	2,44,046
Gross Monthly CTC	42,500	5,10,000	50,842	6,10,104
PF Employer	1,800	21,600	1,800	21,600
Group Medclaim Policy	-	6,954	-	6,954
Fixed CTC	44,300	5,38,554	52,642	6,38,658
Gratuity*	818	9,812	0	11,738
Maximum Earning Potential for Top Rater				
Annual Bonus (Upto 10% of Fixed CTC)	-	53,855	-	63,866
Total CTC:		6,02,222		7,14,262

*As per Payment of Gratuity Act, 1972

