

IMPETUS

IIIPL/HEG/OFFER/4616

Date: June 18, 2021

To,

Chandra SC
#2166,13th cross, 2nd stage, Kumaraswamy layout, Bangalore-78 Bangalore
Karnataka

Dear Chandra,

Pursuant to our discussions, **Impetus Technologies India Pvt Ltd** is pleased to make you an offer of employment as **Lead Software Engineer** in the grade **G10** starting on or before **August 2, 2021**.

Your remuneration(Cost to Company - CTC) will be **INR 2,600,000.00** per annum. The components constituting the CTC have been mentioned in **Annexure I**.

All terms and conditions of your employment will be in accordance with this letter read along with (i) **Annexure B** to this letter, (ii) the Appointment Letter (to be issued to you upon the date of joining), (iii) the Employment Agreement and (iv) the Employee Non-Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for employment. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment. The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit your ability to engage in business activities of the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

Impetus Technologies India Pvt Ltd

1st Floor, Tower 14 B, Primal Projects Pvt Ltd SEZ, Pritech Park, Outer Ring Road, Bellandur, Bengaluru-560103 India.
Phone: +91.80.49316000, Fax: +91.80.49316111, Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India.
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Please note the following information in relation to the benefits being offered to you:

Your annual variable pay linked to performance of **INR 234,000.00** which forms part of your CTC, shall be payable to you for the prorated applicable period as follows:

1. if you join between 1st March to 31st August, the first payout would be in the Dec pay cycle that follows and thereafter in June pay cycle next year.
2. if you join between 1st September to 29th February, the payout would be in the June pay cycle that follows, and thereafter as per company policy for the subsequent year.

The VPLP shall be payable to you **subjected to you being confirmed and being on the rolls** of the company as an active employees (not in resigned state) at the time of payout i.e. as on **31st December 2021** (if applicable) and on **30th June 2022**. "In case you are not confirmed at the time of payout , the prorated payout for that period, will be paid in the month you get confirmed."

Your employment with the Company shall be subject to a probationary period of 6 months which period shall commence from the date of your joining the Company. The Company may choose to extend such probationary period to the extent it deems fit.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, please share the scanned copy of documents mentioned below before your Day of Joining and on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar Card
3. Copy of PAN card (kindly apply for the same in case you don't have one)
4. Copy of passport (kindly apply for the same in case you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Relieving Certificate along with a copy of accepted resignation letter
7. 1 passport size photograph
8. Experience letter from previous organization
9. Relieving letter from previous organization
10. Latest salary slip from previous organization
11. Copy of UAN card.

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You will be required to carry original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate for verification purpose.

Sincerely,

Authorized Signatory

Encl.

Annexure A: Salary Break Up

Annexure B: Terms and Conditions of Employment

I hereby unconditionally accept all the terms and conditions of this offer for employment with **Impetus Technologies India Pvt Ltd** I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name:

Date:

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Annexure I	
A) MONTHLY COMPONENTS:	INR
Basic	95,579.00
HRA	38,232.00
Telephone Expense Reimbursement	1,500.00
Periodicals & Journals Expense Reimbursement	750.00
Food Coupons	0.00
Gift Vouchers	0.00
LTA	0.00
Flexi Pay	55,098.00
Total (Monthly)	191,159.00
Total (Annual) = Monthly(above row) X 12 (A)	2,293,908.00
B) ANNUAL COMPONENTS:	
Annual variable pay linked to performance:	234,000.00
Annual Gratuity*:	55,141.00
Annual Medical Insurance**:	16,951.00
Total of Annual components: (B)	306,092.00
TOTAL COST TO THE COMPANY (A + B)	2,600,000.00

Please note: Employee's contribution to provident fund and food coupons are optional components in the salary structure. Employee's and employer's contributions both will be the part of the CTC.

The Company shall withhold from any amounts payable to you such taxes as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.

*Gratuity will only be payable to you subject to your eligibility for receiving gratuity under the Payment of Gratuity Act, 1972, as may be applicable. The gratuity amount is only indicative in nature and has been arrived at based on your current basic salary amount. The amount is for the limited purposes of your reference and cannot be claimed as a matter of contract or a right unless you are eligible to receiving it under law.

**The amount of Annual Medical Insurance is the amount payable by the Company to the insurance service provider as premium for obtaining an insurance policy on your behalf. You will not be eligible or entitled to receiving the amount as a payment from the Company at any time.

Chandra

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Annexure B

Terms and Conditions of Employment

If you accept the Company's offer of employment the following terms and conditions (or as may be modified from time to time) will operate and govern your employment with **Impetus Technologies India Pvt Ltd**

1. Your place of work will be at the Company's office in **Bengaluru** .
2. You may be posted or transferred to any unit/ office/ branch/ location of the Company or to any of our group / associate companies at any time in any part of India or abroad, at the sole and absolute discretion of the Company. You may also be assigned to projects that require you to travel within and out of India. In the instance of your travel on behalf of the Company, you shall be entitled to reimbursement of expenses and allowances as per applicable Company policies. Further, in such case, you shall also be bound by any policy of such other office or associate companies, in existence at the date of this Agreement or that may be subsequently framed by the Company or the associate companies.
3. As a full-time employee of the Company you may be eligible to participate in a number of Company sponsored benefits, as may exist and be created from time to time.
4. You are required to abide by the rules and regulations of the office and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time. By accepting this offer and joining the Company, you are accepting all the prevailing policies of the Company and any future changes in the policies from time to time.
5. You may be eligible to participate in the Company's annual appraisal cycle generally conducted in July every year. The appraisal shall be done as per the Company Policy.
6. In the event you wish to resign from your employment with the Company, you would be required to give three (3) month's notice to the Company.
7. The Company may terminate your employment by giving three (3) month's notice. The Company may also terminate your employment with immediate effect, (without any notice or payment in lieu of notice) in the event of

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any misconduct on your part, including (i) fraudulent, dishonest or undisciplined conduct, (ii) breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you, (iv) insolvency or conviction for any offence involving moral turpitude, (v) breach of any terms or conditions of employment (vi) irregularity in attendance, or unauthorized or unapproved absence from the place of work, (vii) going on or abetting a strike in contravention of any law for the time being in force, (viii) conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (ix) misconduct as provided under the labour laws or under Company's policies.

8. You would be entitled to take leaves as per the Company's Annual Leave Policy.

9. You will also be entitled to any other employee benefits that may be decided and implemented from time to time.

10. You agree to devote your full working time and attention exclusively for the Company's work and responsibilities assigned to you. You will not engage in any other commercial or business activity, even part time, for any monetary gains.

11. You agree that you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. You shall also not communicate with the media in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

12. You agree to sign the Employment Agreement and Employee Non Disclosure Agreement with the Company on the first day of your joining before any work allocation.

Authorized Signatory

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Appointment commitments :	
Name	Chandra SC
DOJ	August 2, 2021
Experience as on date	114 months
Skill set	Big Data
Source	Naukri
Salary	INR 2,600,000.00 Per Annum inclusive of INR234,000.00 as Variable (Monthly Gross INR 191,159.00)
Probation Period	6 months
Designation & Grade	Lead Software Engineer/ G10
Recruiter's Name	Aishwarya Aggarwal
Eligibility for Performance Appraisal	You will be included in appraisal cycle of Jul-22 and henceforth in the month of July every year. The appraisal would be done as per Company Policy, Standards and salary structure.

Candidates Signature:
Name: Chandra SC

Authorized Signatory

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