



Date: 11-December-2023

Ref: S_OL_2023_55

To,
Harikrishna V Shetty,
S/o : Vasanth , Kaderi Mane Hosadu, Hosadu ,
Kundapura, Udupi - 576247

SUB: OFFER LETTER

Dear Harikrishna V Shetty,

With reference to your recent application and the subsequent interview/s you had with us, we are pleased to offer you employment in our organization at **Bengaluru**, as **"Software Developer - Java"** on the below terms and conditions discussed.

Your cost to company (CTC) will be **INR 7,50,000/- (Seven Lakh Fifty Thousand Only)** per annum. The detailed breakup of your CTC is as per **Annexure's 'A' & 'B'**. The appointment letter stating all the terms and conditions will be issued to you on the date of joining.

The terms and conditions of employment are:

1. Validity of Offer

- As mutually agreed, you are expected to join on or before **18-December-2023**.
- Your employment with us will be effective from the date of your joining.
- You are expected to join us after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, **Sacumen (A Division of Clarion Technologies Pvt. Ltd.)** will not be liable for any consequences arising out of your previous employment.
- As per our recruiting process, we will carry out your background check. In case any erroneous records are found, the organization has the right to withdraw or terminate the offer / employment.
- As part of our recruitment & onboarding process, you are required to sign the offer acceptance agreement as per **Annexure 'C'**

2. Appraisal

You will be eligible for annual appraisal as per company policy.

3. Notice Period

You will have **30 Days** of Notice Period during the probation period and on successfully completing the probation period, the Notice Period will be **90 Days**.

4. Working Days & Timing:

Regular working days are Monday through Friday. Employees deputed to client site would have to adhere to direction provided by the client on working days and shifts. You may also be required by the Company to work before and after regular office hours as well as on holidays as the exigencies of work demand. The normal working hours are forty hours/week, Monday through Friday. The company follows 10.00 AM to 7.00 PM schedule for log in and log out. However, the log in & log out schedule can be flexible based on the project requirement as long as you follow 9 hours of log in time. (For Sales department work timing would be from 5 PM to 2 AM)



5. Probation:

Your position at Sacumen is subject to a minimum probationary period of **Six (6) months**. Your employment shall be confirmed after probation evaluation at the end of the probationary period. Your probation can be extended, or your employment may be terminated if your performance is not satisfactory.

Your probationary period will count towards your continuous employment.

6. Holidays and Leaves:

The Company observes ten holidays per calendar year as announced at the beginning of the calendar year.

You will be entitled to twenty-four (24) days of Privilege Leaves per financial year.

And one (1) day special leave (either for Birthday or Marriage Anniversary).

Employees deputed at client locations will have to follow client holidays based on locations.

7. Taxes

Your take home pay will be the total net compensation less the amount of your PF contribution, professional tax, other deductions like medical insurance, accidental insurance as opted for, and INCOME TAX deductions based on your savings and the details of savings furnished by you.

8. Other Benefits

You can avail Sodexo benefits with a maximum limit of INR 3,500/- monthly. Please do connect with the Admin Team once onboarded.

9. Insurance

CTC is inclusive of Medical Insurance of Employee. The same will be deducted on a monthly basis. However, you can opt out of it if you already have one of your own and you wish to continue with the same.

Insurance Benefit Type	Annual Premium	Total Coverage Amount
Group Accident Policy	INR 443/- Only	INR 15,00,000/-
Group Mediclaim Policy	INR 4,923/- for self only	INR 3,00,000/-
Additionally, you can cover dependents by paying additional premium as per the table	INR 4,923/- for spouse	
	INR 2,020 – Per Child	
	INR 16,856 Per Parent	

10. Joining Formalities

On your joining day you are requested to report at below address & time.

Address: Sacumen, Sogo Properties, No.47, 3rd Floor, 100 Feet Rd, 4th Block, Koramangala, Bengaluru, Karnataka 560034.

Time: 10:30 AM

Please carry the following original certificates / documents along with one photocopy on your joining day. Original certificates / documents will be returned to you after verification.

- Original Identity Proof & Address Proof (both permanent & current) plus one copy.
- Original graduation/ highest degree/ diploma certificate plus one copy along with mark sheets.
- Original relieving letter from last 3 employers (if employed) plus one copy, three month's pay slip plus one copy.
- Last 3 Months Banks Statement. 6 passport size Photographs
- Original Aadhar Card, PAN Card and passport plus one copy, Updated copy of resume.

For any queries or explanation please contact Supriya B on 8884044123 or supriya.birgaddi@sacumen.com

Compensation Details for: Harikrishna V Shetty

ANNEXURE 'A' – SALARY BREAKUP

Salary Breakup		
	Monthly	Yearly
Basic	21,800	2,61,600
HRA	8,720	1,04,640
Education Allowance	200	2,400
Medical	1,250	15,000
Conveyance	1,600	19,200
Internet Allowance	1,000	12,000
LTA	3,633	43,596
Other allowance	21,448	2,57,376
Gross	59,651	7,15,812
Employer's PF Contribution	1,800	21,600
Gratuity (4.81% of basic)	1,049	12,588
CTC	62,500	7,50,000

* Tax will be deducted as applicable.

Sincerely,



Nitesh Sinha,
Founder & CEO
Sacumen (A Division of Clarion Technologies Pvt. Ltd.)

I accept the terms and conditions of this offer letter and undertake to abide by the same and shall execute the above-mentioned service agreements, bonds, contracts of employments as desired by the company. I also accept that no other monetary or non-monetary commitments are made, apart from the details mentioned in this letter of appointment.

Applicant:

Date:





OFFER ACCEPTANCE AGREEMENT

THIS AGREEMENT made at Bengaluru dated **11-December-2023** BETWEEN **Sacumen (A division partner of Clarion Technologies Pvt. Ltd.)**, a company incorporated under the Companies ACT, 1956 and having its Registered Office at **4th Floor, Tower S-4, Cybercity, Magarpatta Town, Hadapsar, Pune-411028**, hereinafter also referred as **"Company"** or **"Sacumen (A division partner of Clarion Technologies Pvt.Ltd.)"**

AND

Harikrishna V Shetty, age 24 Years, an Indian Citizen residing at **"S/o : Vasanth, Kaderi Mane Hosadu, Hosadu, Kundapura, Udupi - 576247"** and also contactable on mobile number **7259514557** hereinafter also referred to as, **"the Candidate"**.

WHEREAS the Company is engaged in the business of Development of Software and providing Services in relation to Software Development

AND WHEREAS the Candidate has been offered employment for the post of **"Software Developer - Java"** of the Company and the Candidate has voluntarily accepted the offer after considering all his/her other options.

AND WHEREAS under the terms of acceptance of the offer the Candidate is required to join the Company on or before **18-December-2023**.

AND WHEREAS the said Company is hereby desirous of recording the terms and condition of this Offer Acceptance Agreement ("Agreement") in the manner herein contained:

1. As used herein, the following expressions shall have, unless the context otherwise requires, the following meanings:
2. "Acceptance" shall mean acceptance of the Company's employment offer by the Candidate after considering all his/her other options, along with all terms and conditions stated therein of the offer letter document ("Offer Letter") issued by the Company.
3. The Candidate unconditionally agrees to all the term and conditions of the employment offer made by the Company and stated in the offer letter dated **11-December-2023**.
4. The Candidate agrees to join on or before **18-December-2023**.
5. The Candidate hereby also agrees to work for employment with the Company for a minimum of 3 months from the joining date.
6. The Candidate undertakes to deactivate his/her resume from all job portals (including not limited to) Naukri.Com, Monster.Com within One (1) day of signing this agreement.
7. The Candidate agrees to inform unavailability for any employment for at least 3 months from the joining date to all the job consultants (who were directly/ indirectly informed or aware of his/her candidature for any employment.)
8. The Candidate hereby undertakes not accept any offer from any other organization after signing this agreement for a period of 3 months from the date of offer.

CLARIONTECHNOLOGIESPVT.LTD.

4TH FLOOR, TOWERS - 4, MAGARPATTACITY, HADAPSAR, PUNE - 411028, MAHARASHTRA, INDIA

+912049007000/66009500/66009501

| INFO@CLARIONTECH.COM |

WWW.CLARIONTECH.COM



9. The Candidate acknowledges and agrees that any breach by him/her of any of the terms and conditions of this Agreement shall cause irreparable harm and damage to the Company and hereby unconditionally permit the Company to seek injunctive relief in addition to all other remedies available to it under the provisions of law.
10. The Candidate further agrees to pay to the Company a sum equivalent to his/her 2 months of Gross Salary **Total Rs.1,19,302 /- [One Lakh Nineteen Thousand Three Hundred and Two Only]** as and by way of compensation for the damage and injury that shall be caused to the Company due to a breach by him/her of any of the above terms and conditions of this Agreement.
11. It is expressly agreed by and between the parties hereto that any indulgence granted, or forbearance shown by the said Company in connection with any breach on the part of the Candidate of any of the provisions, conditions or stipulations herein contained shall not be deemed to imply waiver by the said Company of its rights hereunder and shall not preclude the said Company from at any time enforcing its rights under this Agreement against the Candidate.
12. No modification, alteration or amendment of this Agreement or any of its terms or provisions shall be valid or legally binding on the parties hereto unless made in writing duly signed by or on behalf of both the parties hereto.
13. This Agreement constitutes and represents the entire agreement between the parties hereto with regards to the subject matter hereof and cancels and supersedes all prior arrangements, agreements, or understandings if any, whether oral or in writing, between the parties hereto on the subject matter hereof or in respect of matters dealt with herein.
14. Candidate further hereby confirms that he/she has read and understood the agreement clearly and he/she was given adequate time to read and sign the agreement and candidate has also received a copy of the agreement".

IN WITNESS WHEREOF the parties hereto have executed this Agreement the day and year first hereinabove written.

For Sacumen (A division partner of Clarion Technologies Pvt. Ltd.).

**Nitesh Sinha,
Founder & CEO**

**Harikrishna V Shetty,
Candidate, Karnataka.**