

Mr. Sachin Shriram Bharné  
A25, Nirmal Township,  
Phase 2, SN 42,  
Kalepadal Road,  
Hadapsar,  
Pune-411028.

Date: 14<sup>th</sup> August 2019

Dear Sachin,

**Re: Letter of Engagement from NISUM CONSULTING PRIVATE LIMITED**

NISUM CONSULTING PRIVATE LIMITED is pleased to offer you a position as **Project Lead**, subject however to your acceptance of the terms and conditions contained hereunder and contingent upon the successful completion of the Company standard hiring process which may include a background check and the execution of an employment agreement between you and the Company ("Employment Agreement").

**TERMS & CONDITIONS OF ENGAGEMENT**

- 1) **Date of Commencement:** The Employee is required to commence employment with the Company on or before 16<sup>th</sup> September 2019.
- 2) **Place of Posting:** Upon commencement of employment with the Company, you will be posted at Pune office. However, during your employment with the Company, the Company reserves the right in its sole discretion to post or transfer you to any other units, companies, offices or client sites of the Company, subject to the terms and conditions that may be determined by the Company at the time of such posting or transfer. You may be required by the Company to work in the Company's standard shift system as may be intimated to you from time to time.
- 3) **Salary:** In consideration for your employment with the Company, you shall be entitled to Cost to Company annual remuneration of Rs 21,00,000/-, will be paid in 12 Months, the details of which are specifically provided for in Annexure -1 to this LoE. You may also receive such additional perks as may be detailed in Annexure – I to this LoE and the same shall be provided at the sole discretion of the Company determined on the basis of your tenure with the Company, your individual performance, and your fulfillment of meeting the work standards as defined by the Company from time to time. You shall also receive such employment benefits as you may be entitled to and which the Company may provide based on its standard policies and procedures and required by law from time to time.
- 4) **Probation:** You will be on probation for period of **three** months from the Date of Commencement of Employment with the Company ("**Probation**"). Upon completion of the Probation as specified herein your employment with the Company will be evaluated and the Company may at its own discretion determine if the Probation may be extended or employment be confirmed or otherwise, as the Company deems appropriate
- 5) **Reporting Supervisor:** At the time of commencement of employment, you shall report to nominated team head/lead/Manager or any person authorized/nominated by the Company from time to time, who will in turn assign your role, duties, and responsibilities in the Company.

- 6) **Employee Obligations:** On the Date of Commencement of Employment you are required to provide the Company with the documents to support your identity and eligibility as detailed below in this LoE. If required by the Company, you shall sign and return to the Company an Employment Agreement on the Date of Commencement of Employment. You shall fulfill all of the duties assigned to you adhering to the Company's policies which includes remote client calls, Interviews calls (There will not be any extra allowance or setup provided) this is part of roles and responsibilities, procedures may be intimated to you from time to time.
- 7) **Intellectual Property:** All intellectual property created by the Employee during his/her course of employment with the Company relating to or capable of being used in the business for the time being carried on by the Company, shall be immediately be communicated by the Employee to the Company and shall be the sole and absolute property of the Company.
- 8) **Conflict of Interest:** The Employee shall not, at any time during the duration of the employment, throughout the territory of the world, either solely or jointly with or on behalf of any person or entity, which in any manner whatsoever conflict with the employment of the Employee with the Company and/or the business of the Company.
- 9) **Non-solicit:** During your employment and for a period of 2 years thereafter, the Employee shall not, for whatever reason, (except in the proper course of his duties for the Company), without the express prior written approval of the Company, directly or indirectly contact, solicit or influence or attempt to influence any (a) client, customer, whether prospective or otherwise, or other Person, directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any other person in competition with the business of the Company; (b) employee or consultant with a view to inducing such person to leave such position or employment and to act for the Employee, directly or indirectly, or to act for another company in the same or a similar capacity in relation to the same field of work.
- 10) **Confidentiality:** The Employee shall not divulge or communicate to any other person or entity, except in the proper course of his duties as an employee of the Company hereunder, any information of any confidential nature which he may, whether hitherto or hereafter, have received or obtained during the course of his employment with the Company, except for the purpose of performing his duties hereunder or unless ordered to do so by a competent court of law or required by law.
- 11) **Binding Agreement:** This LoE is not merely an offer for employment, but once executed by the Employee, shall constitute binding and valid terms and conditions governing the employment of the Employee.
- 12) **Prior Obligations:**
  - a. To the extent that you have entered into any agreements with prior employers that contain provisions to which you remain legally bound, you will provide the Company with a copy of any such provisions and agree to abide by all such obligations. This includes, but is not necessarily limited to, any confidentiality and proprietary information provisions. The Company strictly prohibits violation of statutory laws and lawful contractual obligations.
  - b. By accepting employment with the Company, you confirm that you are not subject to any non-compete agreement or other contractual obligations that could, or could be construed to, prohibit you from accepting the position outlined in this letter or interfere with your ability to perform the duties associated with this position.



13) **Documents Required:** At the time of Commencement of Employment with the Company, you are required to bring with you the following original documents for verification with their photocopies, which would be retained by us for our records:

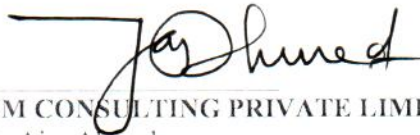
- Photographs (2 passport size)
- Two copies of Pan Card and Aadhar Card
- One copy of Passport / Voter ID card / Driving License
- All educational certifications including mark sheets in full
- Relieving Letters & Service Certificates (If employed previously)
- Proof of last drawn salary
- Passport / Proof of address
- Form -16 along with earnings certificate for IT purpose
- Blood Group
- Executed Employment Agreement

The above terms and conditions are based on Company policies and other rules currently applicable in India as well as overseas and are subject to amendments and adjustments from time to time. You are also required to abide by all other rules and regulations of the Company as shall be in force.

Please sign and return the duplicate copy of this LoE within 2 days of receipt of the same to indicate your acceptance of this engagement, failing which this LoE shall stand, cancelled automatically, unless a written extension is provided by the Company.

We are privileged to have you with us and personally welcome and wish you a very successful career with us.

Best Regards,



For NISUM CONSULTING PRIVATE LIMITED

Name: Mr. Ajas Ahmed

Title: Vice President

I accept the terms and conditions:



Mr. Sachin Shriram Bharné

Date: 14<sup>th</sup> August 2019.

Date of Commencement of Employment: 16<sup>th</sup> September, 2019.

Annexure - 1

Compensation Structure

Name: Mr. Sachin Shriram Bharne

Date of Commencement of Employment: 16<sup>th</sup> September, 2019.

Component	Monthly (in Rupees)	Annually (in Rupees)
Basic	70000	840000
HRA	28000	336000
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Special Allowance	48250	579000
Other Allowance	17500	210000
Gross Salary	166600	1999200
Prof. Tax	200	2400
TDS	-	-
Employee's PF Contribution	8400	100800
Employee's Total Deduction	8600	103200
Net Salary	158000	1896000
Employer's PF Contribution	8400	100800
CTC	175000	2100000

We are pleased to offer you a Joining bonus of Rs.1,50,000/- This bonus will be paid on successful completion of your probation period with Nisum. In the event that you leave Nisum within 12 months of your date of hire, you will be responsible for reimbursing the company for the entire Joining bonus. By your signature on this employment agreement, you authorize the company to withhold this amount Rs. 1,50,000 from any severance and other final pay you receive upon termination of employment.

For Nisum Consulting Private Limited

  
Authorised Signatory

