

December 09, 2017

To  
Mr. Nadeem Sajjad

Offer Letter

Dear Nadeem,

We are pleased to offer you employment as “**Analytics Engineer**” at Acko Technology & Services Private Limited on following terms and conditions, which shall be legally binding on you.

1. Commencement Date: Start date of your employment with the Company will be **January 02, 2018**.
2. Location & Other responsibilities: Your present location of work will be Mumbai, Maharashtra. Company retains the right to transfer you to another location anywhere in India and/or from one department to another and/or from one establishment to another, whether existing or which may be set up in future.
3. Remuneration: Your gross annual total remuneration package (on a Cost to Company basis) including all statutory requirements will be as provided in Annexure I of this Offer Letter
4. Probation & Notice Period: You shall be on a probation (“Probation Period”) of 6 months from the Commencement Date, which may be extended in case it is found necessary. On successful completion of your Probation Period, your employment with the Company shall be automatically confirmed, unless intimated otherwise by the Company. During the Probation Period, Company shall have the right to terminate your employment by either giving you 30 days’ notice in advance or pro-rata salary in lieu thereof. Upon confirmation of your employment with the Company, either you or the Company can terminate your employment by serving an advance notice of 2 months (“Consigned Notice Period”). Any exceptions to the Consigned Notice Period shall be at the sole discretion of the Company. Company shall also have the right to terminate your employment without notice by payment of your pro-rata salary in lieu of the Consigned Notice Period. Further, the Company shall also have the right to terminate your employment without any notice or salary in lieu thereof in case of any misconduct which shall include, but not be limited to theft, financial misappropriation, dishonesty, harassment of a work colleague or customer, serious or repeated failure to follow a reasonable instruction, deliberate destruction of any property belonging to the company, actions which seriously damage the company’s reputation, any criminal act or act of moral turpitude.
5. Leave: You shall be entitled to leaves and holidays as per Company policy.
6. Outside Work: You shall work exclusively for the Company and shall not engage in any other activity connected with your professional capabilities, whether on consideration or otherwise, without prior consent of the Company.
7. Company Policies: You shall abide by all the rules and regulations of the Company, which may be changed at any time at its discretion without any requirement to obtain your consent or approval or to notify you of the same. The policies of the Company, Company handbook (if any) as in effect from time to time shall form an integral part of this offer letter, the contract

between you and the Company and terms of your employment with the Company and these shall be legally binding on you.

8. Miscellaneous:

- a. You shall always have your postal address or communication address kept with the Company with all its changes immediately as and when they may occur including at the time when you proceed on leave. All communications sent by the Company at such address shall be deemed to have been communicated to you.
- b. It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Mumbai Courts only.
- c. You shall retire automatically on completion of the age of 58 years, unless the Company in its discretion decides to give you an extension. If such an extension is given, you will automatically retire on completion of the extended period. You are required to state your date of birth in your application at the time of employment.

### Annexure I

#### A. Fixed CTC

Salary Components	Monthly (Rs)	Annual (Rs)
<b><i>Fixed Salary Component</i></b>		
Basic	31,550	3,78,600
House Rent Allowance	15,775	1,89,300
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Leave Travel Allowance	3,155	37,860
Education Allowance	200	2,400
Special Allowance	7,720	92,640
<b><i>Reimbursement Component</i></b>		
Meal & Gift Voucher	3,517	42,204
Vehicle/Fuel Reimbursement	2,400	28,800
Uniform Allowance/Corporate Attire	5,000	60,000
Telephone Charges	5,000	60,000
Books & Periodicals	1,867	22,404
<b>Gross CTC</b>	<b>79,034</b>	<b>9,48,408</b>
<b><i>Employer Contributions</i></b>		
PF Employer	1,800	21,600
<b>Total CTC</b>	<b>80,834</b>	<b>9,70,008</b>
<b>Less Deduction from salary:</b>		
PF Employee	1,800	
Professional Tax	200	
<b>Pre-Tax Net Take Home</b>	<b>77,034</b>	

- B. Performance-Based Bonus:** You may also be eligible to receive an annual bonus of up to 15% of Fixed CTC based on your and company's performance at sole discretion of the Company. The bonus will be contingent on Company's overall performance and your goals/targets being met and subject to Company policy and your employment terms and conditions. Specific individual goals/targets shall be developed within 120 days of your Commencement Date. The company reserves the right to amend or withdraw the bonus terms, at any time,

at its absolute discretion. Company also reserves the right to pay the bonus amount in either cash or in stock options at its sole discretion.

Please indicate your acceptance to the offer by signing and returning a copy of this letter to us within seven days from the date of this Letter, failing which the offer contained in this letter shall stand withdrawn. Your employment is contingent upon a successful completion of a background check, including a check of your employment references. The Company has the right to terminate this offer and/or your employment forthwith without any liability whatsoever based upon data received in the background check.

You hereby represent and warrant to the Company that your signing of this Offer Letter and the performance of your obligations hereunder will not breach or be in conflict with any other agreement to which you are a party or are bound, and that you are not now subject to any covenants against competition or similar covenants or any court orders that prevent you from entering into employment with the Company or carrying out your responsibilities for the Company, or that are in any way inconsistent with the terms of this Offer Letter.

We look forward to you becoming an integral part of our team and contributing to our growth and success. Our people and our culture are the key reasons why people join us. You will become part of a high-energy environment where people are passionate about their work and driven by a desire to succeed.

Please sign and return to us the duplicate copy of this Offer Letter signing your understanding and acceptance of the employment.

Yours sincerely,

**For and on behalf of Acko Technology & Services Private Limited**



**Ruchi Deepak**  
Director

**I have read and understood the terms and conditions of this Offer Letter and hereby confirm my acceptance of the same.**

Signature of the candidate:

Name:

Date: