



ADBOX SOFTWARE PVT. LTD.

#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

INTERNSHIP CUM JOB OFFER

17th November, 2022

Dear Pratik Yuvraj Yawalkar,

We are very excited to extend this employment opportunity to you.

CTC Package: INR 7,01,000 (including bonuses and benefits - please refer Annexure for detail)

Probation Period: 4 months

Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer.

Your date of joining will be communicated shortly to you. The position starts with a 4-months immersive bootcamp where various Software Development/ R&D related responsibilities/ tasks shall be assigned to you, training and mentorship will be provided. This is a serious investment we will be making in anticipation of an excellent mutually beneficial relationship (of 3+ years). During the 4 month bootcamp you shall be paid half the salary (other half shall be paid on successful qualification and continuation along with your first Anniversary Bonus). Post successful completion of the boot camp you shall be designated as "Associate Product Engineer".

If your college allows substantial time for internship during your graduation, we shall invite you to participate in and complete the Training Bootcamp fully during the internship period. Such a successful internship with us shall accelerate your path to Associate Product Engineer role and you will be paid an additional Joining Bonus of INR 50,000 with your first salary (on terms same as First Anniversary Bonus).

You will be dealing with confidential information of the company and possibly its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company. The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, inventions and software copyright assignment and other terms as per employment agreement(s) with the company and/or as per company guidelines applicable.

We value continuous learning, nurturing creativity, and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before 19 November, 2022. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Software Pvt. Ltd.

(Akshay Surve)
Authorized Signatory

Pratik Yuvraj Yawalkar

ANNEXURE: CTC Breakup for Pratik Yuvraj Yawalkar

Particulars	Amount (`) per month	Amount (`) per annum
SALARY COMPONENTS (A)		
Basic	25,000	3,00,000
House Rent Allowance (HRA) ⁽ⁱ⁾	10,000	1,20,000
Special Allowance ⁽ⁱⁱ⁾	4,000	48,000
FLEXIBLE COMPONENTS (B) ⁽ⁱⁱⁱ⁾	4,000	48,000
Conveyance, Medical Reimbursement, Books & Periodicals Reimbursement, Meal Vouchers/ Reimbursements, Office Wear Reimbursement, Leave Travel Allowance, WFH Essentials reimbursement, Communications related reimbursement		
COMPONENTS OF EMPLOYER CONTRIBUTION (C)		
First Anniversary Bonus ^(iv)		1,40,000
Gratuity ^(v)		15,000
Non-encashable Benefits ^(vi) : Food / Snacks, Health Insurance		30,000
TOTAL CTC PACKAGE (A+B+C)		INR 7,01,000
GROSS MONTHLY PAY (A+B) ^(vii)	INR 43,000	

- (i) **HRA:** HRA component is exempted from tax, subject to certain conditions as per the Income Tax Rules.
- (ii) **Special Allowance (SA):** The employer contribution to Provident Fund (PF) is included within SA. If you opt-out for PF then the same is paid directly to you along with salary else shall be deducted and deposited into your PF account.
- (iii) **Flexible Components:** These components are exempted from tax with timely submission of qualified bills.
- (iv) **Performance and Loyalty Bonus:** This is paid on the first anniversary of (full-time) employment with the company and is subject to individual performance, LOB & Company Performance. Further we expect a commitment of 2+ years and thereby any bonus accrued/ paid during this period (notice period excluded) shall be recovered if you are to leave the company for any reason before your second anniversary.
- (v) **Gratuity:** Eligibility as per gratuity act. Pays-off when you have a long-term association with the company. We pay higher of the accumulated sum (~5% of basic during the employment period) or the amount specified by the act.
- (vi) **Non-encashable benefit:** These may vary by LOB/ Department, Seniority and Location. The company reserves the right to offer/ modify/ withdraw these at anytime.
- (vii) **Deductions:** Professional Tax, Income Tax, PF Contribution (if opted), other taxes/ receivables shall be deducted.

For AdBox Software Pvt. Ltd.
(Akshay Surve)
Authorized Signatory
Pratik Yuvraj Yawalkar