

Ref: 3D PLM/ HRD/2017-18/3430

17-Jan-18

Mr. Pawan Kumar
Pune.

Contact No: 8340642677

Dear Pawan,

Subject: Employment Letter

We ("the Company") are pleased to offer you the position of **R&D Development Associate Engineer (CLG 100)** subject to the following:

- (1) This is only a provisional offer and is made on the basis of Company's current business requirements. In the event of any change in Company's business requirements, the Company, in its sole discretion, may withdraw/cancel this offer.
- (2) This offer is subject to your successful completion of **B.Tech.** program and production of the relevant final certificates in support of the same. In the event you fail to successfully complete the **B.Tech.** program this offer shall automatically stand withdrawn.
- (3) You are required to join the Company from **01-Feb-18**. If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.
- (4) Upon joining, Company will invest considerable amount of time and money to provide extensive specialized technical, professional and other trainings and experience in certain software applications and methodologies, including trade secrets and the Company's proprietary information to you in order to make you a productive employee. In order to protect Company's investment in such specialized extensive training and experience, you will be required to execute an undertaking on the date of joining, a format of which is enclosed herewith as Annexure C.
- (5) This offer is being made in good faith on the basis of the information and documents provided by you during the recruitment process. The Company reserves the right to conduct background checks, directly or indirectly, to verify such information and documents. If any discrepancies are found in such information or documents or if the results of such background check are found to be unsatisfactory, as determined by the Company, in its sole discretion, the Company may withdraw/cancel this offer.
- (6) You will initially be based at the Company's office at **3D PLM Software Solutions Limited Agra Fort Bldg, Plot No. 15/B, Rajiv Gandhi InfoTech Park, MIDC Phase 1 Hinjewadi Pune 411 057** unless communicated otherwise by the Company prior to your joining.

- (7) Upon joining, your compensation will be as described in Annexure A
- (8) Your employment will be governed by the terms and conditions detailed in Annexure B hereto.
- (9) You shall keep the contents of this offer and any Annexure hereto confidential.
- (10) This offer shall automatically stand withdrawn if we do not receive your acceptance within 7 (seven) calendar days from the date hereof.

Please acknowledge your acceptance of our offer by signing and returning the duplicate copy of this letter.

You are requested to report at the following address by **09:30 AM** on the date of joining mentioned above. Please ask for Anuja Sangle to complete the joining formalities. Please bring along the documents listed in Schedule 1 to Annexure B.

Address:

3D PLM Software Solutions Limited
Plot No. 4, Pune Infotech Park, MIDC Hinjewadi
Pune - 411057
Tel: 91-20-4028 6000

We understand that you may have queries during your joining period. We would encourage you to contact **Mr. Aditya SHRIRAME** (on Email ID: aditya.SHRIRAME@3ds.com / Tel: 08308803110).

We welcome you into the 3dPLM family and look forward to your valued contribution in taking the Company to greater heights. We are sure that our working environment will be conducive to helping you grow professionally as well as personally.

With warm regards,
For **3D PLM Software Solutions Ltd.,**



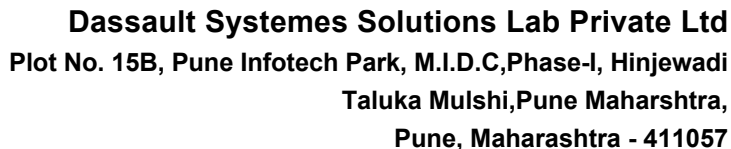
Sudarshan Mogasale
Director-HR

I have read and understood the terms of this Employment letter and all Annexure thereto. I accept this employment letter and my tentative date of joining is _____.

Name: _____

Date: _____

Signature: _____



Employee Name	Mr. PAWAN KUMAR	Payable Days	31
Employee Code	00048974	Paid Days	31
Designation		Paid Days - Arrear	0
Department		Joining Date	01 Feb 2018
Bank Name	H.D.F.C.	PAN	EESPK0415M
Bank Account No	50100223156500	Location	Pune
Provident Fund No	THTHA02004550000014303	Grade	200
UAN	101254992609	ESIC IP	

Net Salary :- 61,762.00 (Rs. Sixty One Thousand Seven Hundred Sixty Two and Zero Paise Only)



Payslip for the Month of Nov 2020

Employee Name	Mr. PAWAN KUMAR	Payable Days	30
Employee Code	00048974	Paid Days	30
Designation		Paid Days - Arrear	0
Department		Joining Date	01 Feb 2018
Bank Name	H.D.F.C.	PAN	EESPK0415M
Bank Account No	50100223156500	Location	Pune
Provident Fund No	THTHA02004550000014303	Grade	200
UAN	101254992609	ESIC IP	

Head	Current Month		April To Date	
	Earning	Deduction	Earning	Deduction
Basic	28,276.03	0.00	226,208.23	0.00
House Rent Allowance	14,138.02	0.00	113,104.16	0.00
Flexi Benefit Plan	21,139.03	0.00	169,112.22	0.00
Statutory Bonus	3,600.00	0.00	28,800.00	0.00
Rounding Off Paisa b/f	0.00	0.00	4.93	0.00
Variable Pay (Qtr)	9,549.90	0.00	28,649.70	0.00
Provident Fund	0.00	3,393.00	0.00	27,144.37
Provident Fund_A	0.00	0.00	0.00	0.12
Profession Tax	0.00	200.00	0.00	1,600.00
IncomeTax	0.00	3,785.00	0.00	20,350.00
Labour Welfare Fund	0.00	0.00	0.00	12.00
Rounding Off paisa c/f	0.00	0.98	0.00	5.74
Total	76,702.98	7,378.98	565,879.24	49,112.23

Net Salary :- 69,324.00 (Rs. Sixty Nine Thousand Three Hundred Twenty Four and Zero Paise Only)



Payslip for the Month of Dec 2020

Employee Name	Mr. PAWAN KUMAR	Payable Days	31
Employee Code	00048974	Paid Days	31
Designation		Paid Days - Arrear	0
Department		Joining Date	01 Feb 2018
Bank Name	H.D.F.C.	PAN	EESPK0415M
Bank Account No	50100223156500	Location	Pune
Provident Fund No	THTHA02004550000014303	Grade	200
UAN	101254992609	ESIC IP	

Head	Current Month		April To Date	
	Earning	Deduction	Earning	Deduction
Basic	28,276.03	0.00	254,484.26	0.00
House Rent Allowance	14,138.02	0.00	127,242.18	0.00
Flexi Benefit Plan	21,139.03	0.00	190,251.25	0.00
Statutory Bonus	3,600.00	0.00	32,400.00	0.00
Rounding Off Paisa b/f	0.98	0.00	5.90	0.00
Variable Pay (Qtr)	0.00	0.00	28,649.70	0.00
Provident Fund	0.00	3,393.00	0.00	30,537.37
Provident Fund_A	0.00	0.00	0.00	0.12
Profession Tax	0.00	200.00	0.00	1,800.00
IncomeTax	0.00	1,799.00	0.00	22,149.00
Labour Welfare Fund	0.00	12.00	0.00	24.00
Rounding Off paisa c/f	0.00	0.05	0.00	5.80
Total	67,154.06	5,404.05	633,033.29	54,516.29

Net Salary :- 61,750.00 (Rs. Sixty One Thousand Seven Hundred Fifty and Zero Paise Only)