



Registered Office:

#504, 2nd Stage, Rani Channamma Nagar, Belgaum

Corporate Office:

#504, 2nd Stage, Rani Channamma Nagar, Belgaum,
Karnataka - 590 006

Bridgeme Technologies

Registered Office:

Sudarshan Elite, 2nd Cross, KEB Layout, Sanjaynagar,

Bangalore, 560 094

Karnataka

OFFER LETTER

Date: 06/05/2025

To,

Shreya Poojary

Pethri, Cherkady post, Udupi District,

Udupi

Karnataka, PIN code - 576215

Subject: Offer of Employment as **Software Development Engineer I**

Dear Ms. Shreya Poojary,

We are pleased to extend an offer of employment to you for the position of Software Engineer at **Bridgeme Technologies Private Limited** ("Company"), having its **registered and corporate office at #504, BUDA Scheme 2, Rani Channamma Nagar, 2nd Stage, Belgaum, Karnataka – 590006**. We are excited about the prospect of you joining our team and contributing to our ongoing success. This letter outlines the terms and conditions of your employment with us. Please read the details carefully and confirm your acceptance by signing and returning a copy of this letter.

Candidates Signature: _____

Name: Shreya Poojary

1. Position and Reporting

You will be employed as **Software Development Engineer I**, and will report to the **Software Development Manager** or such other person as may be designated by the Company from time to time. Your employment will be based at **#504, BUDA Scheme 2, Rani Channamma Nagar, 2nd Stage, Belgaum, Karnataka – 590006**, or any other registered offices of the company and is a Hybrid based. You may be required to travel occasionally based on business needs.

2. Compensation Structure

Your total **Cost to Company (CTC)** is **₹4,00,000 per annum**, which includes the following components:

Component	Amount (INR per annum)	Amount (INR per month)
Basic Salary	₹1,80,000	₹15,000
House Rent Allowance (HRA)	₹72,000	₹6,000
Special Allowance	₹65,000	₹5,417
Provident Fund (Employer Contribution)	₹21,600	₹1,800
Gratuity (as per law)	₹8,400	₹7,00
Medical Insurance Premium	₹13,000	₹1,084
Performance Bonus (Annual)	₹40,000	₹3,333
Total CTC	₹4,00,000	₹33,334

Performance Bonus: This will be based on individual and company performance and will be subject to applicable taxes and deductions.

Candidates Signature: _____

Name: Shreya Poojary

3. Benefits and Perks

- **Health & Wellness:** Comprehensive health insurance for you and your immediate family.
- **Paid Leaves:** You are entitled to **18 days of paid leave** per year in addition to national holidays.
- **Provident Fund & Gratuity:** Contributions as per statutory requirements.
- **Professional Development:** Access to training, certifications, and skill development programs.
- **Remote Work Policy:** Hybrid working model based on project requirements.

4. Terms of Employment

4.1 Probation Period

Your employment will be subject to a **probation period of six (6) months**. Upon successful completion of this period, your employment will be confirmed in writing.

4.2 Working Hours

Your normal working hours will be **Monday to Friday, from 9:00 AM to 6:00 PM**. However, given the nature of your role, you may be required to work beyond these hours to meet project deadlines.

4.3 Notice Period & Termination

- You are required to serve a **two (2) months' notice period** in case of resignation.
- The company reserves the right to terminate your employment by providing two (2) months' salary in lieu of notice.
- Termination may be initiated by the Company with immediate effect in cases of gross misconduct or breach of policies.

Candidates Signature: _____

Name: Shreya Poojary

4.4 Confidentiality & Non-Compete

Confidentiality:

- You shall not disclose, share, or utilize any proprietary or confidential information of the Company during or after your employment.
- Confidential information includes but is not limited to trade secrets, customer data, business strategies, and proprietary software or methodologies.
- Any unauthorized disclosure or misuse of confidential information will result in legal consequences.

Non-Compete:

- You shall not engage in any employment, consultancy, or business activity that competes with the Company during your tenure.
- Upon termination of employment, you shall not work for or provide services to a competitor of the Company for a period of **one (1) year**.
- You shall not solicit or attempt to solicit any employees, clients, or partners of the Company for a period of **one (1) year post-employment**.

Intellectual Property:

- Any intellectual property, invention, or development created by you during your employment shall remain the sole property of the Company.
- You agree to sign any additional agreements as required to enforce intellectual property rights.

Candidates Signature: _____

Name: Shreya Poojary

5. Company Policies

You are required to adhere to all company policies, including but not limited to **Code of Conduct, IT Security Policy, Data Protection Policy, and Equal Opportunity Guidelines**. Any violations will be subject to disciplinary action.

6. Acceptance of Offer

Please confirm your acceptance of this offer by signing below and returning a scanned copy by **31/05/2025**. Failure to do so may result in the withdrawal of this offer.

We look forward to welcoming you to Bridgeme Technologies Private Limited and are confident that your expertise and experience will contribute to our mutual growth and success.

Yours sincerely,



Saroja Maruti P

Director HR

For Bridgeme Technologies Private Limited

Candidates Signature: _____

Name: Shreya Poojary

Acknowledgment & Acceptance

I, **Shreya Poojary**, have read and understood the terms and conditions stated in this letter. I accept this offer and agree to abide by the policies and conditions set forth by the Company.

Signature: _____

Date: _____

Place: _____

Candidates Signature: _____

Name: Shreya Poojary