

06-Feb-24

Pratik Pandurang Lahudkar

**Keshav Nagar, Agrawal Lay Out, Buldhana,
Maharashtra 443001**

Mobile: 8793018244

EmailId: pratik.lahudkar@gmail.com

Dear Pratik Pandurang Lahudkar,

Thank you for exploring opportunities with **Deloitte India**. Basis the successful completion of your performance during the initial selection and interview process, we are pleased to offer you employment as **Senior Consultant** in the **Consulting** function of **DTTILLP** (Organisation) based in **Pune**.

Upon joining the Organisation, your total annual fixed remuneration for the year will be **INR 27 Lakhs Per Annum along with INR 3 Lakh joining bonus**. The break-up of the total annual fixed remuneration shall be mentioned in the employment contract terms, which shall be offered to you post your acceptance of this letter and execution of undertaking referred in this letter.

You acknowledge and consent that the employment proposed herein is subject to and on the basis of your understanding and confirmation that:

- (a) On commencement of your employment with us, you will undergo necessary training for a period of **3 Months (Training)**, the cost of which (as stated in the Undertaking attached to this letter as Annexure), will be incurred by the Organisation;
- (b) You agree to be in active employment with the Organisation and shall serve the Organisation diligently and efficiently for a minimum period of 18 months from the date of joining (**Minimum Employment Period**), so that the Organisation may avail the benefits of the training imparted to you;
- (c) You agree to the terms of the Undertaking attached to this letter as Annexure (**Undertaking**) and agree to accept and sign the same.
- (d) You agree to the employment offer and the employment contract terms (**Employment Contract**) which shall be offered to you by the

Organisation post your acceptance of this letter and execution of Undertaking referred above;

- (e) You further agree that **only after you sign and accept this letter, the Undertaking and the Employment Contract (together **Employment Documents**)**, that your employment will become effective (the effective date shall be as stated in the Employment Contract). This letter: The Undertaking attached hereto as Annexure; and the Employment Contract mentioned above, are together referred to as **Employment Offer Documents**.
- (f) You agree that this offer of employment is valid till **12th Feb 2024**, on or before which you need to complete your acceptance;

Notwithstanding anything to the contrary stated above or in the Employment Contract or in the Undertaking, if, after commencement of your employment:

- (a) for any reason, you choose to leave the Organisation's employment before the completion of Minimum Employment Period; or
 - i. in case your employment with the Organisation is terminated by the Organization prior to completion of Minimum Employment Period, other than "without cause", you unconditionally agree to pay back the Organization without demur the whole of the Training Cost (plus any taxes applicable thereon). The Organization may without limiting any of its rights, recover any part of the Training Cost from any amount that may otherwise be due to you from the Organization and seek immediate payment from you for any balance amount remaining unpaid.

Please sign a copy of this letter and the Annexure in acceptance.

We look forward to a long and mutually beneficial association.

With warm regards,

For DTTILLP



I have read and understood the terms of this letter. I accept employment with the Organisation on the terms and conditions set out in this letter, a copy of which I confirm I have received.

Name: Pratik Pandurang Lahudkar

Signature: _____

Date of Signature: _____