

11-11-2021

To,
Radheshyam Sahebrao Jadhav,
At Ghewanda Post. Itoli, Tq: Jintur.
Ghewanda, Parbhani.
Maharashtra – 431509.

Dear Radheshyam,

We are pleased to offer you a position of **“Software Engineer”** at Josh Software Private Limited.

Effective date:

Your appointment will be effective on **12th November 2021.**

Acceptance and Commencement:

To confirm your acceptance to the offer, you are required to:

- Respond via email to hr@joshsoftware.com to communicate acceptance of the offer and to confirm your Joining Date. Please note, if you do not send your acceptance to the email ID mentioned above within five (5) days of receipt of the offer, the offer will stand withdrawn.
- Any change to the Joining Date after acceptance of the offer must be communicated on the above-mentioned email ID at least three (3) days prior to the Joining Date.

You will be on probation for a period of Six (6) months from the date of your joining, after which you will be confirmed if your work is found satisfactory. The probation period can be extended by the company at its discretion based on your performance. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your performance is not found satisfactory during such period of probation, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same accordingly in writing.

Your employment will be contingent upon you executing an Employment Agreement, and Employee Non-Disclosure Agreement with the Company on the Joining Date.

On the date of joining, please bring the following documents for verification / submission:

1. Original and copies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer.
4. Original & copy of your passport
5. Three passport size photographs

6. Original and copies of Aadhar and PAN Card

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

Total Annual Compensation: ₹ 11,45,800/- (Rupees Eleven Lakh Forty Five Thousand Eight Hundred Only)
(The detail breakup of the compensation is enclosed in annexure A)

- The compensation stated above is applicable on a per annum basis (before all customary payroll deductions)
- A part thereof will be payable monthly in accordance with the Company's customary payroll practices
- Your package is inclusive of non-monetary benefits like medical insurance, conference budget, Training etc.
- The salary will be paid to you on or before 5th of next month

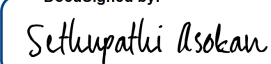
Please sign this offer letter and return it to us as a confirmation of your acceptance.

By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to call us at +91 8552026633 or send us an email at hr@joshsoftware.com. We look forward to your becoming a part of our team.

Sincerely,
For Josh Software Private Limited

I ACCEPT

DocuSigned by:

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Nov 11, 2021 | 01:47 CST

Sethupathi Asokan
Director & Co-Founder

Signature:
Name :
Date :

Annexure A

TOTAL COMPENSATION VALUE

The true value of your total compensation includes your direct pay and the company's contribution to your benefits.

Compensation	Annual Compensation (INR)
Direct Benefits	
Fixed Compensation	₹8,50,800.00
Conference, Training & Certification	
Medical Insurance	₹2,20,000.00
Subsidized Food	
Subscriptions	₹15,000.00
Other Benefits	
Leisure travel	₹40,000.00
Gratuity	₹20,000.00
Non Cash Benefits	
Professional Coach Sessions	
Doctor on call	
Total	₹11,45,800.00

Total Value of your Compensation: ₹Rupees Eleven Lakh Forty Five Thousand Eight Hundred

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to and after, deduction of tax at source in accordance with applicable law.

Annexure B

COMPENSATION BREAKUP

Particulars	Yearly Salary (INR)	Per Month (INR)
A: Salary Payable		
Basic	₹4,15,200.00	₹34,600.00
House Rent Allowance	₹1,65,600.00	₹13,800.00
Special Allowance	₹2,36,400.00	₹19,700.00
Connectivity Allowance	₹12,000.00	₹1,000.00
Total A: Salary Payable	₹8,29,200.00	₹69,100.00
B: Benefits		
Employer's Contribution towards PF	₹21,600.00	₹1,800.00
Total: (A+B)	₹8,50,800.00	₹70,900.00

Please note –

1. Employer's contribution towards PF: The Company contribution towards PF is fixed at INR 1,800/-. An equal employee contribution shall be made from your end which is will be deducted from gross.
2. Income tax shall be deducted as per the tax regulation of India.

Annexure C

BENEFITS

Continuous Performance Reviews

You will be eligible for performance appraisal every 6 months based on your month of joining.

Conferences, Training & Certification Budget

You are eligible for the budget of INR 2,20,000 every year to attend and represent Josh as a speaker in any conferences around the world. You can also avail external paid trainings and certifications relevant to your job.

Health Care Plan

You are covered under accidental policy (GPA) of sum amount INR 10,00,000 every year. Additionally, you and your dependents are eligible for medical insurance coverage (GMC) of sum amount INR 3,00,000 every year.

Subsidized Food & Evening Snacks

Employees coming to office are eligible to receive subsidized lunch and free evening snacks in the office.

Subscriptions

You are eligible to take subscriptions worth INR 15,000 every year related to Entertainment (Netflix, Amazon, Saavan), Health (Cultfit, gym memberships) etc either through company's catalogue or get it reimbursed.

Leisure Travel

You are eligible to take company sponsored leisure trip along with your family and friends worth INR 40,000 and additional 3 days leisure leaves - every year post completion of one year with the company.

Doctor on call

Company appointed doctor is available free of cost to advice and also prescribe general medicine.

Professional Life Coaching Sessions

You are eligible to receive one on one personalized life coaching sessions through company appointed certified NLP coach.

Gratuity

End of service benefit available as per government guidelines.

NOTE:

* Details of all benefits are available in policy document available post joining.

* The items listed above are the benefits currently offered by Josh Software. Management reserves its right to amend or withdraw any benefit at a future point of time.