

27-May-2021

Rahul Thakur
S/O Shashi Pal Thakur
549/6, Tehsil Sunder Nagar,
Polytechnic Colony, Mandi,
Himachal Pradesh, 174401

LETTER OF OFFER

Dear Rahul,

We are pleased to offer you a position at TALENT500 Services (India) Private Limited, ("Company" or "TALENT500") subject to the following terms and conditions. You will be designated as **Engineer III**. You are required to join the company no later than **26-Jul-21**.

1. Your Annual compensation (on a cost to company basis) would be **INR 1,523,678** detailed below:
 - a) Your compensation on a fixed cost to company basis is **INR 1,385,162**
 - b) You are entitled to a variable pay of **INR 138,516** based on performance, payable annually.
2. Please note that tax will be deducted at source. Annexure A, outlining the break-up of your compensation will be given along with this letter.
3. You will be initially based out of TALENT500 – Bangalore, working remotely. However, TALENT500 can transfer you to any of its subsidiaries, associate companies or client offices in India or overseas. In such cases, your employment may be governed by the terms and conditions applicable at the new location / company.
4. Further, during your employment with TALENT500, you will be deployed to **Lululemon** ("**Client**") for a duration as may be notified to you. You will be required to strictly adhere to the policies and procedures while on deployment with the Client.
5. You will be on probation for a period of three months from your date of joining TALENT500. Your probation period may be extended, if considered necessary, at the discretion of TALENT500.
6. In connection to your employment with TALENT500, an external background check agency has been engaged to conduct background verification on TALENT500's behalf. Please note that your employment is subject to you clearing the background verification process at TALENT500.
7. Your appointment with TALENT500 would require you to be bound by all rules; regulations and guidelines issued by the company, in relation to personal and professional conduct, non-disclosure of confidential information and discipline.



TALENT500

TALENT500 SERVICES (INDIA) PRIVATE LIMITED
CIN : U74910KA2021FTC145936

Registered office : Ground Floor, 4, East Wing,
Prestige Sterling Square, SBI Road, Sampangi
Rama Nagar, Bangalore - 560001

We welcome you to TALENT500 and take this opportunity to wish you a long and successful career with the company.

Please sign and return a copy of this letter in acceptance of this Letter of Offer.

For TALENT500 Services (India) Private Limited,



Authorized Signatory
Ashwin Kasturirangan

ACCEPTED



Rahul Thakur
Date

ANNEXURE A

Name: Rahul Thakur
Title: Engineer III
Date of Joining: 26-Jul-21

	Per ANNUM (INR)	Per MONTH (INR)
Basic	554,065	46,172
HRA	221,626	18,469
Special Allowance	542,984	45,249
PF Employers Contribution	66,488	5,541
FIXED COST TO COMPANY#	1,385,162	115,430

#Total Deductions:

Professional Tax (PT); Tax Deducted at Source (TDS) if applicable.
PF - Employer and Employee contribution to be deducted from CTC.

PLI (Performance Linked
Incentive) *

138,516

**TOTAL COST TO
COMPANY**

1,523,678

*Payable on a pro-rata basis, based on attainment of Company and Individual performance goals.

**PLEASE NOTE THAT ALL TAXES PRESENT AND FUTURE ARE TO BE BORNE BY YOU.
BENEFITS ARE TO BE CLAIMED AS PER POLICY.**

