



August 22, 2022

Mr. Someshwar Ranga,

Dear Someshwar,

Further to our discussions, Vertafore India Private Limited, a company incorporated under the Companies Act, 2013 (hereinafter referred to as the “**Company**” or “**Vertafore India**”) is pleased to offer you employment with the Company for your exclusive full-time services as a **Software Engineer II**, on and subject to the following terms and conditions:

1. **Gross Salary.** You would be entitled to a gross salary of up to **INR 784,400** per year, subject to deduction of tax at source in accordance with the applicable laws of India including the Income Tax Act, 1961. The breakup of such gross salary is set forth on Schedule A attached hereto. All entitlements are included as part of your gross salary and are set forth in Schedule A attached hereto.
 - a. **Cost to Company.** Your annual cost to company will be **INR 830,000**.
2. **Benefits.** You will also be eligible for medical benefits required to be paid to you by the Company and the Company’s standard benefit plans the first of the month following your date of hire. You will be responsible for paying a portion of your benefits plans, if required under applicable law and in accordance with Vertafore India policy. Information regarding the benefit plans offered by the Company will be available through the Human Resources Department.
3. **Level.** Based on your title and salary upon hire at the Company your level will be Level II. Your level within the organization helps to determine your additional benefits and rewards that you are eligible for.
4. **Payment.** All of your compensation will be payable in accordance with the Company’s normal payroll practices as they relate to time and frequency of payments and payroll deductions. Payments of salary, benefits (if any) and performance variable bonus (if any) will be subject to all applicable taxes and other withholdings.
5. The commencement of your employment would begin on **October 24th, 2022** or such earlier date mutually agreed to by you and the Company in writing.
 - a. If you require payment to your previous employer due to a shortened notice period Vertafore is willing to cover that out of pocket cost within reason.
6. This offer, and the commencement of your employment with the Company, is expressly conditioned upon your agreement to, and the execution of, a formal




Employment Agreement in the form attached hereto as Schedule B to be entered into between you and the Company prior to the commencement of your employment.

Please confirm your acceptance of the foregoing by signing the duplicate in the appropriate place and returning it to the undersigned within **one** day of receiving the offer

We look forward to hearing from you and hope that this offer will result in a long and mutually rewarding association.

Yours sincerely,
Vertafore India

DocuSigned by:

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Sathbir Kaur
Authorized Signatory

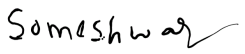
8/22/2022 | 2:57 AM MDT

Date

Agreement of CONFIDENTIALITY

I Someshwar Ranga will maintain confidentiality regarding Company information and the terms of appointment letter/employment contract. Further, the details of my compensation plan/remuneration payable hereunder will be 'confidential' and discussed for any queries with the HR Team/your reporting manager only. Any violation of this clause or any other Company procedures and policies by me would attract action as per Company's disciplinary policy in force including, up to termination of your employment.

Agreed and Accepted:

DocuSigned by:

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Someshwar Ranga

8/22/2022 | 9:37 AM MDT

Date



Schedule A
Breakdown of Annual Salary

Gross Pay	100%	INR 784,400
Basic Pay	35% of Gross Pay	INR 274,540
House Rent Allowance	20% of Gross Pay	INR 156,880
Food Allowance	15% of Gross Pay	INR 117,660
Medical Allowance	10% of Gross Pay	INR 78,440
Conveyance Allowance	10% of Gross Pay	INR 78,440
Other Allowance	10% of Gross Pay	INR 78,440
Statutory Payments		
Employer Contribution to Provident Fund (PF)	12% of Basic Pay (Ceiling is INR 1800)	
Gratuity		
Additional Benefits		
Medical Insurance	INR 500,000	
Deductions		
Employee PF	12% of Basic Pay (Ceiling is INR 1800)	
Professional tax	INR 2400 Per Annum	