

Feb 22, 2022

To,
Sharwari Nemane

Flat no. 3, oppo Sugamvishwa building, Lane no. 3, Sugamvishwa colony, Warje Jakat Naka, Pune-411058.

Dear Sharwari,
Welcome to CitiusTech!

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Software Engineer - Development from 23-Feb-2022**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

As we have discussed previously, CitiusTech is a leading and premier provider of IT consulting and development services in the healthcare technology space. We work with several leading global companies to improve healthcare through our technical leadership in the innovative and pioneering use of the latest software technologies.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows.

In addition, CitiusTech encourages you to be a part of the CitiusTech IMPACT (Integrated Modular Program for Advanced Competencies and Technology) Program – a program designed to support learning in Full Stack software development. CitiusTech will be sponsoring this 2-month full-time training at its own cost, with an additional optional month. We look forward to you fulfilling your aspirations of making a career move to the Full Stack skill set by participating in the program.

As we have discussed, your compensation will be **Rs.9.00 lakhs** per annum - **Rs. 9.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.63 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment).

In addition, you will also be eligible for attractive periodic skill bonuses as a part of the IMPACT Program. These bonuses will be awarded based on your performance (during training and project deployment). There will be 2 bonuses, each of **Rs. 0.75 lakhs**, which will be payable at the time of project deployment post training and payable after the completion of 1 year from date of joining. An amount of **Rs.2,00,000/-** will be payable after the completion of 2 years from the date of joining. You will be required to sign an enrollment form which will specify time-lines and other terms and conditions related to the bonus payout.



CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)



Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India
SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India
SEZ Unit: Embassy Tech Village SEZ & Cessna Business park SEZ, Outer Ring Road, Bangalore, KN, India
CIN: U72100MH2005PTC153862

Upon joining, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,



**For CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)**
Authorized Signatory



Accepted & Confirmed

Date: Feb 22, 2022

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CitiusTech Healthcare Technology Private Limited

Salary Structure

Name of Employee: Sharwari Nemane
Effective Date: Feb 23, 2022

A STRUCTURE

Details	Rs per month	Rs per annum
Basic	26250	315000
Company contribution to Provident Fund	3150	37800
Flexi Basket	40350	484200
Retention Pay	5250	63000
Total Fixed Pay	75000	900000
Total cost to Company	75000	9,00,000

B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

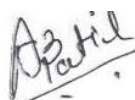
C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	26250	315000
Company Contribution to Provident Fund	3150	37800
Flexi Basket	40350	484200
Retention Pay	5250	63000
Gross Earnings (Fixed Pay)	75000	900000
Gross Earnings	75000	9,00,000

Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	3150	37800
Provident fund- Employers Contribution	3150	37800
Total Deductions before TDS	6500	78000

Net earnings before TDS	68500	822000
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Sharwari. N