

Feb 23, 2022

To,

Shiva Sai

Flat no 102, Ushodaya residency, Agriculture colony, Hastinapuram South, Hyderabad - 500079

Dear Shiva,

**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 **Technical Lead - I - Quality Assurance from 25-Apr-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 will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and our conscious policy of enabling all team members to be part of direct end-client communication.

As we have discussed, your compensation will be **Rs.21.00 lakhs** per annum - **Rs. 18.00 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.1.26 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment) and **Rs.3.0 lakhs** variable pay.

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 23, 2022**

**CitiusTech Healthcare Technology Private Limited**

## Salary Structure

**Name of Employee: Shiva Sai**

**Effective Date: Apr 25, 2022**

### A STRUCTURE

Details	Rs per month	Rs per annum
Basic	52500	630000
Company contribution to Provident Fund	6300	75600
Flexi Basket	80700	968400
Retention Pay	10500	126000
<b>Total Fixed Pay</b>	<b>150000</b>	<b>1800000</b>
<b>Total cost to Company</b>	<b>150000</b>	<b>18,00,000</b>

### 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	52500	630000
Company Contribution to Provident Fund	6300	75600
Flexi Basket	80700	968400
Retention Pay	10500	126000
<b>Gross Earnings ( Fixed Pay)</b>	<b>150000</b>	<b>1800000</b>
<b>Gross Earnings</b>	<b>150000</b>	<b>18,00,000</b>

#### Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	6300	75600
Provident fund- Employers Contribution	6300	75600
<b>Total Deductions before TDS</b>	<b>12800</b>	<b>153600</b>

<b>Net earnings before TDS</b>	<b>137200</b>	<b>1646400</b>
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**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

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