

**Date:** 04/27/2022

Shreyas TM,  
S/O Ta Manjunatha, #405, Thalavara,, Kundur  
Chikmagalur, 577132  
India

**Subject: Training Letter**

Dear Shreyas,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before 05/02/2022. During the period of training, you would be paid a stipend of **10,000** /- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

**For Nagarro Software Pvt. Ltd.**



Swati Yadav  
Director

**Date:**04/27/2022

Shreyas TM,  
S/O Ta Manjunatha, #405, Thalavara,, Kundur  
Chikmagalur, 577132  
India

Dear Shreyas,

This has reference to your application for employment with **Nagarro Software** and your subsequent interview.

We are pleased to offer you as **Associate Engineer** at Nagarro Software Pvt Ltd. Mysuru,KARNATAKA.

You can join us on or before 09/02/2022.

The terms and conditions of your employment are enclosed.

We welcome you to a pursuit of excellence with Nagarro.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark-sheets and certificates for Class X, Class XII, Graduation and Post-graduation if applicable**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five passport-size photographs**

Yours truly,

**For Nagarro Software Pvt. Ltd.**



Swati Yadav  
Director

Name	Shreyas TM
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Monthly Earnings	Amount	Annualized Amount
Basic Pay	15,000	180,000
HRA	7,500	90,000
Executive Allowance	12,278	147,336
Total Monthly (A)	34,778	417,336
Annual Earnings	Amount	
Employer's Contribution to Provident Fund	23,400	
Employer's Contribution to ESIC	0	
Leave Travel Allowance*	0	
Gratuity**	8,664	
Labour Contribution Fund	600	
Total Yearly (B)	32,664	
Total Fixed Compensation (A+B)	450,000	
Variable Earnings ( C )	Amount	
Allocation Bonus *****	0	
Total Potential Compensation (A+B+C)	450,000	
Note:		
* Leave Travel Allowances (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules		
** Payment as per Gratuity Act		
***** The Allocation bonus payout will be prorated to the actual allocation percentage and will be paid out quarterly. The same is subject to changes in HR policy.		
Income Tax in respect of the above mentioned compensation package should be borne by the employee. There would be following deduction from Monthly A- Tax / Mediclaim / PF- employee contribution and Transport (Optional)		
PLs will accrue each month on a prorated basis. Amount of accrual for the month is calculated on the basic pay existing at the end of each month		

Group Insurance		
Guidelines:-		
Group Mediclaim Insurance		
<p><b>a)</b> An employee has a mediclaim insurance cover of 3 lac by default and he/she at the time of joining can increase his/her sum insured upto 10 lakhs &amp; cover his dependents (spouse, kids and parents). Premium deduction details has been provided in table below.</p> <p><b>b)</b> During mid-term of the policy, only newly-wed spouse, Parents in Law (on account of marriage) and new born child can be included in the policy within 90 days from Date of Marriage and Date of Birth respectively. No other dependent can be included during mid-term of the policy.</p> <p><b>c)</b> Downward revision of Sum Insured will be allowed at the time of renewal as per the then prevalent term and conditions of the policy.</p> <p><b>d)</b> Exclusion of dependents will be allowed at the time of renewal only as per the then prevalent terms and conditions of the policy.</p>		
Group Personal Accident Insurance (GPA)		
The GPA Policy provides the insured a cover for disability or death caused by an accident.		
<p><b>a)</b> An employee has personal accident insurance cover of 3X of his TFC by default and he/she at the time of joining can go in for a sum insured upto 4X to 10X as per policy terms. Premium deduction details has been provided in table below.</p> <p><b>b)</b> Once an employee is enrolled in the policy he/she cannot exit the policy till he leaves the company.</p>		
Group Term Life Insurance (GTL)		
The GTL policy provides the insured a cover in case of death.		
<p><b>a)</b> Enrollment in GTL is optional and on discretion of the employee and employee can opt for a cover of upto 10X of their TFC. The most common practice is to cover within 3X to 5X of your TFC. Premium deduction details has been provided in table below.</p> <p><b>b)</b> Exit from the policy can be done at the time of renewal only by selecting “0X” multiplier in internal insurance application.</p>		
Premium for Group Insurance		
Premium Deduction for Mediclaim Insurance	Premium Calculated Formula	Deduction In equal instalments starting from the following month of DOJ till Policy end date.
Premium Deduction for GPA	Calculated Formula	From the following month of DOJ
Premium Deduction for GTL (optional)	Calculated Formula	From the following month of DOJ

**Annexure “B” – Page 1/2****Terms and Conditions**

The key service conditions applicable to your employment are given below. The Company reserves the right to revise these terms and conditions at any time.

**1. Place of Posting and Assignment:**

Your place of posting will currently be **Mysuru, KARNATAKA**. However, you are liable to be temporarily assigned or permanently transferred from one place to another, one job to another, one unit to another, wherever located in the country or abroad, at any point of time as the exigencies of work demand. You can also be deputed to work in and/or for any client or affiliate company.

**2. Whole Time Service:**

Your employment with the Company is full time and while so employed, you must under no circumstances engage yourself directly or through any agency in any work, business, profession or employment, either honorary or otherwise without obtaining written prior permission from the Management. Any breach of this condition may result in your immediate termination from the services of the Company.

**3. Inventions and Discoveries:**

The rights created or accrued out of any and all discoveries, inventions, copyrights, patents, etc., which you may make or obtain during the period of your employment with Nagarro shall exclusively vest with the Company and may be re-assigned by it as it deems fit. This does not apply to creative non-commercial products that are wholly unconnected with the business of the Company.

**4. Termination on Misconduct or Breach of any Service Condition:**

If you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in an act which in the opinion of the Company is prejudicial to the interest of the Company, the Company may without any notice terminate your services.

**5. Termination by Notice:**

Without prejudice to clause 4 above, your services can be terminated at any time by giving 2 calendar months' notice or 2 months' salary in lieu of notice.

In case you desire to leave the services of the Company, you will have to give us 2 calendar months' notice. In case you do not give this 2 calendar months' notice, the Company will have the authority to recover up to 2 months' salary from your full and final dues (inclusive of performance-linked bonus, if any) depending upon the impact of your resignation on the work assigned to you.

I have read and understood the above terms and conditions and I agree to abide the same.

**Signature**

**6. Company's decision on Termination to be Final and Binding:**

The Company's decisions regarding termination under clauses 4 & 5 shall be final and binding.

**7. Retirement:**

The Company's retirement age is 60.

**8. General Policies and Procedures:**

A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You will be required to adhere to these, as well as to any other service conditions governing your unit and location that may be in force currently and/or which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays etc.

**9. Reference/Background Checks:**

Your employment by the Company is conditional upon and subject to completion of an Employment Application, the completion of a reference/background check, and approval thereof by the Company, in its sole discretion.

**10. Confidentiality of this Offer:**

The package offered to you is highly confidential and must not be revealed between now and the joining date or while in employment or thereafter to any individual/agency/organization, by word of mouth or otherwise.

**11. Jurisdiction:**

Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of the competent courts in Delhi.

**12. Final Agreement:**

This written offer supersedes all verbal or written agreements between you and the Company.

**For Nagarro Software Pvt. Ltd.**



**Authorized Signatory**

I have read and understood the above terms and conditions and I agree to abide the same.

Name  
Date

Signature