



**Epsilon India Data and Digital Technology Solutions**

**LLP** (formerly known as Conversant Software  
Development and Campaign Management Services  
LLP)  
Identification Number AAD-2654

**Additional Office Address:** VIRGO, Wing B, 4th, 6th  
and 8th Floors,  
Bagmane Constellations Business Park,  
Doddanekudi Village, Municipal Ward – 85,  
Bangalore - 560037

**Office Within Special Economic Zone:**

**Principal and Registered Office:** Floor 9, HUB 1  
Building of SEZ Towers, Karle Town Centre, Nagavara,  
Bangalore 560045.

Tel: +91 80 6128 1000 Fax: 91.80.6751.3699.

Hub 2: Floors 5-8, HUB 2 Building of SEZ Towers, Karle  
Town Centre, Nagavara, Bangalore 560045

**Private and Confidential**

22 May, 2025

Shriman N M

Bengaluru, Karnataka

Dear Shriman

I am delighted to inform you that Epsilon India Data and Digital Technology Solutions LLP (formerly known as Conversant Software Development and Campaign Management Services LLP) is pleased to offer you the position of Developer 2 with the SEZ-DX Services department, effective 26 May, 2025 further to your application through the internal job posting. We look forward to expanding your knowledge, skills and abilities as you continue to grow with the Company.

Your revised Annual Salary would be ₹1,000,000.00/Annually effective 26 May, 2025. All the other employment terms and conditions mentioned in your employee agreement dated 8 August, 2023 remains the same.

Please indicate acceptance to transfer to this new position by signing this letter below and returning it no later than three working days from the time of receipt.

Congratulations on your new position.

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Anjali Aradhya", with a horizontal line underneath.

22 May, 2025

By: Sonali De Sarker  
Title: Senior Vice President, Human Resources

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I agree with and understand the above terms.

Signed by:  
  
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22-May-2025

**ANNEXURE 1  
SALARY DETAILS**

Component	Shriman N M
	Developer 2
	Amount (INR per annum)
Total Annual Salary (A)	₹1,000,000.00/Annually
Basic	₹430,000.00/Annually
Flexible Benefit Plan - Total basket of Allowances	₹570,000.00/Annually
Retirals (B)	
Employer's Contribution towards PF1	₹51,600.00/Annually
Gratuity2	₹20,683.00/Annually
Total Cost to Company (C) = (A) + (B)	₹1,072,283.00/Annually

Signed by:  
  
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22-May-2025