

December 30<sup>th</sup>, 2024

Varun R  
69 5th lane Indira Nagar,  
Chennai, Tamil Nadu, PIN – 600020

Dear Varun,

**Sub: Letter of Appointment**

We take pleasure in welcoming you to the DesiCrew family.

Your employment commencement would be in effect from **1<sup>st</sup> January 2024**, on the following terms and conditions:

1. You shall be employed with our organization as **Junior Software Developer** and will work from **Chennai** location.
2. You will report to **Ms. Jerene Jose**, Delivery Manager.
3. You shall be employed with our organization as **Junior Software Developer**.
4. The details of your compensation have been provided in the enclosed attachment.
5. You will be required to travel to project locations from time to time for reviews or for conducting training or any other purpose. The other responsibilities Include, but not limited to the following:
6. As an employee of DesiCrew, you shall work exclusively for the company and will not accept any other employment/consultancy/position without the written permission from the Directors of DesiCrew Solutions Private Limited.
7. You are expected to maintain high standards of conduct and excellence in your assignments. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
8. Unauthorized absence will lead to discontinuance of service and will be treated on par with disciplinary cases and action as deemed necessary will be taken by the company.
9. During probation, 30 days' notice to be served by either party.

**DesiCrew Solutions Pvt Ltd**

#8, 3rd Floor, Block - B, IIT-M Research Park, Kanagam Road, Taramani, Chennai - 600 113.



+91 9043056669

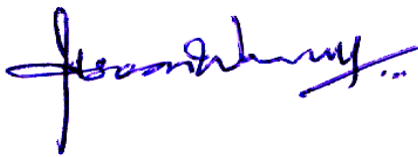
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- 10 Post confirmation, if you wish to discontinue your services, you'd have to serve a notice period of three months or pay equivalent to three months' salary. In case the Company terminates your services, the company will give a three-month notice or pay equivalent to three months. No notice is necessary in the event of termination by the company on account of misconduct. After you leave the company, you will be bound by our non-poach, non-compete provisions, which include non-poaching of DesiCrew's clients and staff for two years after your departure.
- 11 You will be asked to sign a detailed Non-Disclosure Agreement (NDA) with the Company and its clients on the day of joining pertaining to trade secrets and proprietary information and processes as they may exist from time to time, are valuable, special and unique assets of the company's business. The NDA will refer to concepts and details of projects currently under consideration of the company.
- 12 The appointment is based on the information provided by you, to us in your application/personal data and otherwise and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary in lieu thereof.
- 13 This letter and its continuity will be subjected to the receipt of a satisfactory verification report from your previous employers/references in your resume.

We wish you all the very best and a hearty welcome to our company. Please sign and return a copy of this letter to the management as an acknowledgement of your agreement to the terms mentioned above.

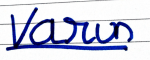


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Authorized signatory

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I hereby accept the above-mentioned terms and conditions.



Signature:                      Date:                      Date of joining:

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## Annex 1 Compensation Details – Junior Software Developer

You will be eligible to receive the following monthly remuneration:

Junior Software Developer	MONTHLY	ANNUAL
Components	Amount in INR	Amount in INR
Basic Salary	15000	180000
DA	4000	48000
House Rent Allowance	6000	72000
Night Shift Allowance		
Project Allowance	2000	24000
<b>GROSS SALARY (A)</b>	<b>27000</b>	<b>324000</b>
PF contribution by the employer		21600
<b>RETIRALS/INSURANCE (B)</b>		<b>21600</b>
Performance Linked Incentive		<b>25000</b>
<b>VARIABLE COMPENSATION (C)</b>		<b>25000</b>
<b>TOTAL CTC (A+B+C)</b>		<b>370600</b>
<b>Deductions</b>		
Employee PF	1800	
PT	209	
<b>Deductions</b>	<b>2009</b>	
<b>Net salary</b>	<b>24991</b>	

<b>Insurance Benefits</b>	Mediclaim Health Insurance cover - For a Crewmate the coverage of INR 3,00,000. The annual premium is INR 2500 *
	*The actual amount may vary depending on the choice made for insurance.
<b>Gratuity</b>	Payable as per rules of the Payment of Gratuity Act 1972.
<b>Education Support</b>	Reimbursement of 30% of the course fee for UG and 20% of course fee for PG courses (with a cap of INR 37,000 and INR 20,000 respectively) on production of necessary certificates
<b>Performance linked variable pay</b>	Payable as per rules of the Company based on performance. The variable pay could vary from zero to the amount indicated (maximum limit) based on monthly performance measure DMAX
<b>Night Shift Allowance</b>	Payable if working in night shift INR 1,000 per month

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