



OFFER LETTER

19th August, 2021

Dear Tushar,

We were excited to get to know you over the past few days. We are pleased to offer you the position of **Senior Java Developer** at Klevu India. Your expected joining date is 19th November, 2021. Your probation period will be 3 months starting from the date of joining, which may be extended for a further period based on performance.

Here are the financial compensation,

- **Salary:** Rs. 18,00,000 per Annum
 - Fixed Compensation: Rs. 17,10,000 per Annum (Rs. 1,42,500 per month)
 - Variable Bonus: Rs. 90,000 per Annum
 - The KPI for deciding Bonus is based on total MRR target of the business at the end of every quarter

Total MRR	70-80%	81-90%	91-100%	>100%
Quarterly amount	9000	13500	22500	31500

- Your quarterly bonus amount will be prorated based on your joining date
- Your salary will be subject to other deductions as per company and government policy. The compensation break up will generally be as per company policy as shown in **Annexure A**

To accept the offer, simply hit reply on the email that contained this offer letter, provide the required details to make employment agreement and confirm that you agree with the proposed terms.

We are looking forward to having you in our team and to seeing you achieve great things at Klevu

Thanking you,
Saumil Trivedi
Head of India Operations

ANNEXURE A-ANNUAL COMPENSATION

Klevu India Pvt. Ltd 1 C, Safal Prelude, Corporate Road, Prahladnagar, Ahmedabad - 380015		
Salary Structure		
Name		Mr. Tushar Patel
Designation		Senior Java Developer
Date of Joining		19-Nov-2021
Annual Gross Salary		
Code	Item	Amount (INR)
A	Annual Gross Salary (A1+A2)	18,00,000
A1	Fixed Compensation	17,10,000
A2	MRR Linked Variable Bonus (Payable quarterly as mentioned in offer letter)	90,000
Monthly Entitlements		
Code	Item	Amount (INR)
B	Basic	62,325
C	HRA	41,550
D	Other Allowance	31,375
E	Training Allowance	1000
F	Leave Travel Allowance	2000
G	Telephone - Internet Allowance	1000
H	Fuel Allowance	2000
I	Meal Allowance	1250
	Monthly Gross Salary	1,42,500
Monthly Deductions		
J	Professional Tax	200
K	Provident Fund	(It can be discussed at the time of joining and shall be calculated accordingly)
L	TDS	(It will be calculated based on your investment declaration and previous tax deduction)