NEUDESIC SM

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8 November 2021

Vaishnavi Muralidharan

Employment offer

Dear Vaishnavi,

We are very happy that you have approached us, "Neudesic" for employment. As a result of our recent discussions and after careful consideration, we would like to extend an offer of employment to you as **Consultant I**. If you choose to accept this offer before **10-November-21,** we would like your start date to be **29-November-21**, contingent upon the successful clearing of your background screening. In the event of you not joining us on or before the said date of joining, this offer will automatically stand withdrawn. The compensation and terms of employment are set forth below:

Your compensation will be **INR 1050000/- per annum,** (compensation structure given in Annexure I), less taxes and deductions as applicable by the Govt. of India for all required withholdings and paid in accordance with the Company's normal payroll procedures. Your compensation will be paid monthly basis.

Our work culture is informal, and we try to encourage self-motivated individuals. We will try and make every effort to ensure that you have an atmosphere that brings out the best in you. As a responsible employee, you would be required to work not less than 45 hours per week. As a company employee, you will be required to follow the corporate rules and policies. You may not disclose confidential company information to unauthorized third parties.

We have prepared a formal Employment Agreement for your review and acceptance which details the complete terms of your employment with Neudesic available in Annexure II. This letter and the Employment Agreement form the complete and exclusive statement of employment between you and the Company. These employment terms supersede any other agreements, understandings, promises, or communications, written or oral, by or on behalf of the Company. The terms and conditions of your employment will be in accordance with the Company's policies and procedures which you are required to peruse before joining.

If you choose to accept this offer of employment, please revert to our mail on or before **10-November-21** by email confirming your acceptance along with the copy of your resignation email or the resignation acceptance email sent by the HR in your current organization to confirm your candidature with Neudesic. We hope you accept this offer, and we look forward to working with you.

Sincerely,

Prithi Ashok
Manager - Human Capital Management
Neudesic Technologies Private Limited

Annexure – I

Compensation Details

Name: Vaishnavi Muralidharan
Designation: Consultant I
Job Location: Remote

Indicative Compensation Structure	
Compensation Component	CTC Details (₹)
Base Compensation	
Basic	403449
HRA	161380
Special Allowance	377049
Monetary Benefits	
Food Allowance (optional for tax exemption)	26400
LTA	40345
Fixed Annual Compensation	**1008623**
Retirement Benefits	
Employer PF Contribution	21600
Gratuity[1]	19777
CTC per annum [2]	**1050000**

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[1] Gratuity Provision is as per the provisions of the 'Payment of Gratuity Act, 1972' and Superannuation Provision is as per 'Employees Provident Funds and Miscellaneous Provisions Act, 1952'.

[2] Apart from the above compensation, company provides following benefits of up to ₹22,18,000 at no additional cost.

- You can avail an Internet reimbursement of up to ₹18,000 per year.
- You are eligible for a company provided self-medical insurance coverage of ₹2,00,000 at no additional cost.
- You are also eligible for a company provided Group Personal Accident insurance coverage of ₹20,00,000 at no additional cost.
- You can choose to upgrade to a medical insurance coverage of ₹10,00,000 for your family at an additional cost.