

ESDS SOFTWARE SOLUTION LIMITED

Registered Office: Plot No. B- 24 & 25, NICE Industrial Area,
Satpur MIDC Rd, Nashik, Maharashtra 422007.

Toll Free: 1800 209 3006 | **Email:** getintouch@esds.co.in



Date: 18th March, 2025

To,
Mr. Vikas Deshmukh
Opp. Mahajan's house,
Behind Hanuman Temple, Ravi Nagar,
Amravati, Maharashtra - 444605

Sub: - Confidential - Letter of Offer

Namaste Vikas,

Welcome to **ESDS Software Solution Limited!**

We invite you to be part of this inspiring journey.

This has reference to your application and personal interview with us; we are pleased to offer you the role of **Specialist in Software Division** department at our **Nashik** location. Your total annual cost to the company CTC will be **Rs. 8,00,000/- (Eight Lakhs Rupees Only/-)** all Inclusive. Tax will be deducted as per government norms. For detailed structure, please refer the **Annexure - A**.

Please note that the compensation details are strictly confidential between you and the Company and should not be divulged to anyone.

We expect you to join us on or before **21st April, 2025**. Please note that this offer is valid subject to your acceptance communication to us latest by **19th March, 2025**.

Please note that if you do not join on **21st April, 2025** this offer stands invalid and withdrawn.

In case if you resign from the organization within 1 year of your joining, you will have to pay the company 25% of your Annual CTC or INR 1,00,000 /-, whichever is lower.

Please note that company may conduct your background check/reference check from your previous employers. Your employment with the company will be subject to positive report on background check/reference check.

We welcome you to the organization and look forward to a long-term association with us.

Yours truly,

For ESDS Software Solution Limited,



Mr. Rushikesh Kishor Aher
General Manager- HR

I agree and accept employment and report on duties on or before **21st April, 2025**.

Name and signature

Date: 19-03-2025

Vikas K. Deshmukh



CERTIFICATE OF INCORPORATION NO U72200MH2005PLC155433

SAP Certified

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MeitY
Empaneled CSP

TIA
TIA-942-B

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ESDS Software Solution Limited Compensation & Benefits Worksheet

Name:	Vikas Deshmukh	DOJ :	21st April, 2025
Title :	Specialist	Dept :	Software Division
Location :	Nashik	Grade :	T3
Sr. No.	Component	Monthly w.e.f. 21st April, 2025	Annually w.e.f. 21st April, 2025
A. Fixed Salary			
1	Basic	33,333	4,00,000
2	HRA	13,333	1,60,000
3	Advance Bonus	1,700	20,400
4	Special Allowance / Flexible Benefits Plan	4,747	56,964
Total Fixed Salary		53,113	6,37,364
B. Variable Salary			
4	Performance Pay*	10,000	1,20,000
Total Fixed + Variable Salary		63,113	7,57,364
C. Retirals Benefits			
5	Provident Fund (Employer)	1,950	23,400
6	Gratuity	1,603	19,236
Total CTC (Fixed + Variable + Retirals)		66,666	8,00,000
** As per the ESDS Compensation policy above package has (85%) fixed and (15%) variable salary of the CTC. Variable salary (Performance pay) would be paid Monthly based on the Targets/KRAs achieved.			

Note:

A) ** Flexible Benefit Plan - (Ref - FBP Annexure)

1. After selecting the FBP components, the balance amount (if any) will be considered a Special Allowance.

2. In case you wish not to opt for FBP in the defined annexure the FBP amount will be directly considered a Special Allowance.

B) * The above compensation is subject to prevailing taxes and statutory deductions as applicable monthly and yearly.

C) Additional benefit of Medclaim Coverage to Self and immediate family (Spouse and two dependent children).

D) Leaves and Holidays are applicable as per the Leave Policy of ESDS and regional holiday calendars; which will be shared with you during onboarding.

Approved By:

[Signature]



Accepted By:

[Signature]

Vikas K. Deshmukh

[Signature]

Mr. Rushikesh Kishor Aher
General Manager- HR
ESDS Software Solution Limited



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Flexible Benefits Plan			
Sr. No.	Reimbursement Component	Duration / Frequency	Applicability
1	LTA	2 times in 4-year quadrant	CTC above 7 LPA - Maximum amount up to one month's basic salary.
2	Telephone / Internet	Monthly - upto Rs. 1500/-	CTC above 7 LPA
3	Attire	Monthly - upto Rs. 2500/-	CTC above 7 LPA
4	Health and Fitness	Monthly - upto Rs. 2,000/-	CTC above 7 LPA
5	Vehicle Maintenance	Monthly - upto Rs. 7,500/-	CTC above 7 LPA - Annually Rs.90,000/-
6	Driver Salary	Monthly - For Metro upto Rs.25,000/- per month, Non-Metro Rs.20,000/-	CTC above 7 LPA - For Metro Annually upto Rs.3,00,000/- and Non-Metro Annually upto Rs.2,40,000/-
7	Professional Development	Yearly	CTC above 7 LPA - Yearly upto Rs.1,00,000/-

Note: 1. All the FBP reimbursement amount (accrued) will be paid on a Quarterly basis.

2. The FBP option to be chosen on date of joining

[Handwritten Signature]



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