

OFFER LETTER - CONFIDENTIAL

29 October 2024

Mr. Vishwas Maheshwari,

265, Rani Bazar, Bargawan,
Gonda, Uttar Pradesh – 271002

Dear Vishwas,

On behalf of Amantya Technologies India Pvt. Ltd., it is my pleasure to confirm our offer of employment to you as **“Technical Lead”** for India Operations. We extend this offer, and the opportunity, with great confidence in your abilities. You made a very favourable impression with everyone you met, and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation: **Technical Lead**
Total Cost to Company: **INR 23,20,200.00 /- per annum**
(INR Twenty - Three Lacs Twenty Thousand Two Hundred Only).
Proposed Compensation: **As Detailed in Annexure I**

The above benefits will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

We would like you to start work on & before **21 November 2024 at 10:00 AM**. Please report to the office (address given below) or on call depending on the First Day Orientation mode that has been discussed with the recruiter, for documentation and orientation. If this date is not acceptable, please contact us immediately.

Your Initial Posting will be at **Gurgaon**, India. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

Employee Benefits: You will be covered under Group health Policy during your tenure applicable to Employee, Spouse, 2 Dependent Children. You can cover your dependent Parents by paying additional premium on your own.

Probation & Confirmation: The probation period is for **Three (3) months**. The company, based on your performance, could extend or shorten this period. If your performance is found to be good, your employment will be confirmed.

Full-time Work: You shall be in whole time employment with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part time or otherwise] or work in an

advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during your employment with the Company.

Office Timings: Your working hours will be from **9AM to 6PM**. Your work timings might vary if you are working for a client. However, we expect due flexibility to meet work demands by putting in extra hours of efforts if required.

Notice Period: During the probation period, both the employee and the company are required to give one month's notice in writing if they intend to terminate employment. Following successful completion of probation and confirmation of employment, the notice period for termination by either party shall be three months. The Company reserves the right, at its discretion, to substitute the notice period by paying the employee their salary in lieu of notice.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

Your duties will include for efficient, satisfactory and economical operations in responsibility that may be assigned to you time to time.

The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

Employees who do not complete their probation period would not be eligible for promotion, salary increase and incentive payments. Such benefits will be held back till the successful completion of probation.

Your increment/incentives promotions will be depending at the sole discretion of the management depending upon the efficiency, intelligence, rating in the performance review, regular attendance, sense of discipline and good behavior and subject to the prosperity of the organization.

In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **Wednesday, 30 October 2024**, failing which the offer shall stand withdrawn.

Vishwas Maheshwari, we take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,



Avantika Sinha
Manager-Human Resources
Amantya Technologies Pvt. Ltd.

Note: The above terms & conditions mentioned in the offer letter are subject to change during the tenure of service at the sole discretion of management.

I, **Vishwas Maheshwari**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **Thursday, 21 Nov 2024**.

Signature

Name

Date

Annexure I

Name	Vishwas Maheshwari	
Designation	Technical Lead	
Components- A	Per Month	Per Annum
Basic	95,833	11,50,000
HRA	38,333	4,60,000
Special Allowance	37,108	4,45,290
Flexible Benefit Plan Distribution-B		
Leave Travel Allowances	7,983	95,795
Phone Allowances	2,000	24,000
Fuel Allowances	1,800	21,600
Meal Coupon	2,200	26,400
Gross Salary	1,85,257	22,23,085
Statutory Deductions – C		
PF (Employer Contribution)	1,800	21,600
Gratuity	4,610	55,315
Fixed Cost to Company (A + B+C)	1,91,667	23,00,000
Annual Insurance		20,200
Total Cost to the Company (TCC)		23,20,200
<p>The above Salary is subject to TDS as per the prevailing rules.</p> <p>Over and above the annual salary, Company is providing you Insurance coverage under the Group Medical Cover (GMC).</p> <p>1. HRA is an indicative number, this will vary based on the percentage of HRA you elect for each financial year.</p> <p>2. Gratuity is payable as per the Gratuity Act. The Value is indicative as Gratuity amount will be paid only on separation, provided employee has completed eligible years of continuous service as on the exit date.</p> <p>3. Gross Payout= Fixed Salary - PF (Employee and Employer) - PT - Gratuity</p>		

Annexure II

Please submit scanned copies of the below mentioned documents, latest by the date mentioned in your appointment letter:

- Degree/Semester Marks Cards for all courses pursued (full time / distance learning)
- Proof of present and permanent residence address
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- PAN Card
- 12 BB Form
- Aadhar Card/Passport
- 3 months' Salary Slip
- Experience/Relieving letter of your previous company
- 2 Passport size photographs