

25 June 2021

Dear Deeksha,

Welcome to Crecientech Infosystem Private Limited. With reference to your application and subsequent interviews and discussions you had with us, we are pleased to appoint you as **Software Engineer** on the following Terms and Conditions:

1. Pre-Employment Terms and Conditions:

- This offer of employment is based on the information provided by you and by accepting this offer you specifically authorize the company or any external agency appointed by the company to verify your educational, employment history, conduct and any other background checks prior to your joining the company or thereafter. You shall extend your cooperation during such verification. This offer and subsequent appointment may be withdrawn or terminated if any information provided by you is found to be false or will fully suppressed.
- You are required to inform us if there are any agreements, oral or written, which will restrain you from accepting this offer or from discharging your duties effectively on appointment.
- Please sign and return the duplicate copy of this letter of appointment in acceptance of our offer and the Pre-Employment and the Employment Terms and Conditions on or before 01, July, 2021. You are required to join our organization on or before 01, July, 2021 as discussed.

2. Employment Terms and Conditions:

- Date of Joining:** Your appointment and the terms below become effective from the date of joining the services of the Company, which date shall be not later than 01, July, 2021.
- Designation:** Your designation shall be **Software Engineer**. You will be assigned to a business unit. You may be assigned /reassigned to different business units at the discretion of the CEO/COO.
- Compensation:**
 - That in performing your services as **Software Engineer** you shall be entitled to a CTC as set out in (Annexure-1). That you shall keep the salary details confidential at all times. Such monthly salary shall be subject to tax deduction at source in terms of the Income Tax Act, 1961.
 - In addition to the above, you shall be eligible for incentive component as set out in (Annexure-1). This shall be based on Company performance and paid up to a maximum as specified in Annexure-1. The said incentive shall be payable subject to your achieving the targets as certified by your Reporting manager and at the discretion of the CEO or COO. The bonus / incentive pay is limited to 12 months or close of the financial year and will not be carried forward to the subsequent year for any disbursement or calculation.

| Annexure -1 | | |
|--|-------------------|-----------------|
| Salary Break-Up Sheet | | |
| Name | Deeksha B Shetty | |
| Designation | Software Engineer | |
| Department | | |
| Location | Bangalore | |
| CTC COMPONENTS | PER MONTH (INR) | PER ANNUM (INR) |
| BASIC SALARY | 15,000 | 180,000 |
| HOUSE RENTAL ALLOWANCE | - | - |
| OTHER ALLOWANCE | 2,627 | 31,524 |
| CLIENT SITE BONUS | - | - |
| Gross Salary | 17,627 | 2,11,524 |
| PROVIDENT FUND @ 12% of Basic Salary (Employer Contribution) | 1,800 | 21,600 |
| ESIC @ 3.25% of Gross (Employer Contribution) | 573 | 6,876 |
| Annual CTC | 20,000 | 2,40,000 |
| Deductions: | | |
| PROVIDENT FUND @ 12% of Basic Salary (Employee Contribution) | 1,800 | 21,600 |
| ESIC @ 0.75% of Gross (Employee Contribution) | 132 | 1,584 |
| Professional Tax | 200 | 2,400 |
| Deductions - Total | 2,132 | 25,584 |
| Net Take Home Salary (Before Tax) (Gross - Employee PF - PT) | 15,495 | 1,85,940 |

The above will be paid subject to statutory deductions like TDS, PT, PF & ESI as applicable.

For Crecientech Infosystem Private Limited,

M. Nagaraja Char M

Nagaraja Char M
COO-Director Crecientech Infosystem Pvt. Ltd

ACCEPTED:

Name : Deeksha B Shetty

Signature :

