

Knoema IT Solutions / 2019-20 / Shylesh P Naik

# Knoema

27<sup>th</sup> April 2021,

Dear Mr. Shylesh P Naik,

Welcome to Knoema,

Based on our discussions we are pleased to offer you a position in our organization as **Data Engineer - I** with **Gross Compensation of Rs. 280,000/- (Rupees Two Lakhs Eighty Thousand Only)**. The details of the terms and conditions of the offer of employment are provided in the enclosed annexure.

At Knoema, we believe to be working on a unique opportunity and are committed to make it a success. Being a flat, open, and communicative organization; we encourage, promote and reward initiatives; dedication; competence and leadership. We foster and promote an environment for people to grow and fulfill their personal and professional aspirations. We look forward for professionals like you who would partner the future growth of the Organization. We are confident your skills and competencies you will be a valuable addition to the team.

We look forward to you joining us at our **Bangalore** office on or before 3<sup>rd</sup> May 2021.

Please endorse your acceptance by duly signing the duplicate copy of this letter and return it to the undersigned by mailing it on or before 29<sup>th</sup> April 2021.

We take the opportunity and wish you every success during the period of your employment with KNOEMA.

Sincerely,  
For Knoema



Macedon Albina S  
Senior HR Officer

**Knoema IT Solutions India Private Limited**

SV Towers, 2<sup>nd</sup> & 3<sup>rd</sup> Floor, 942, 16<sup>th</sup> Main, BTM 2<sup>nd</sup> stage, Bangalore-560076 Ph: 080-42050235

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Annexure - I

Salary Structure

Name	Shylesh P Naik
Designation	Data Engineer - I

	Annual Gross (in Rupees)
Basic + DA	
HRA	214,200
Gross Earnings	40,096
Employers Provident Fund	254,296
Total Compensation*	25,704
Additional Benefits	280,000
Group Medical Insurance	
Group Personal Accidental Insurance	3,093
Group Life Insurance	419
	503

\*Your compensation may be adjusted to include the following:

- You may be eligible for a discretionary annual bonus up to 8% based on you and your team's individual performance against their goals to be determined by the Company in its sole discretion. You will be eligible for further discretionary compensation if you alongside the firm's performances exceed plan and key milestones.
- You will also be eligible for gratuity as per the gratuity act, subject to 5 years of continuous employment with the organization.

Sincerely,  
For Knoema



Macedon Albina  
Senior HR Officer

**Knoema IT Solutions India Private Limited**

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Principal

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Mangaluru - 575 006