



Interlinkages  
India  
Private Limited.

BNR Complex  
2<sup>nd</sup> Floor, J.P. Nagar  
7<sup>th</sup> Phase  
New Brigade Millennium  
Bangalore -560078  
+91 9820665798  
+852 55674328

I IPL/HR/BLR 003-20

Private and Confidential

6 December 2020,

Dear Sowjanya,

Subject: Appointment Letter

We are delighted to offer you a position of **Software Engineer Trainee** with our organization, Interlinkages India Private Limited ("the Company") and look forward to you joining us at our Bangalore office on or before **9 December 2020**.

At Interlinkages, we offer employees a high degree of autonomy and control over their career trajectory, while promoting a strong, cohesive, and open culture that works together as a team, no matter what country the team member is from. We offer equitable opportunities for personal development and advancement based on individual ability and demonstrated job performance. We promote open-door communication policies with leadership that allows creative freedom and confidence to share ideas and encourage employees to create innovative systems that break the status quo.

Interlinkages is designing revolutionary Financial technology products, which can disrupt traditional Banking models and open new avenues to bring efficiency to the Global Financing markets. We welcome you as a member of the Interlinkages team in India and look forward to partnering with you in our journey of creating a 'Borderless financial world'.

The attached Annexures include the details of your Terms and conditions of service and employment. We shall be grateful if you can confirm that these are acceptable to you by signing and returning the original documents. You can reach out to the undersigned at +919820665798 for any questions related to this offer. Please communicate your acceptance of this offer by **7 December 2020**.

Please also submit self-certified original copies of your Education Certificates, ID proof and Address proof and bring the originals for verification on the first day of your joining. Your appointment as an employee in our organization is subject to the verification of your educational certificates, background checks and satisfactory references.

We wish you all the best.

Sincerely,

Shruti Sood

Director



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19-20

Annexure II  
Salary Structure and Benefits

Name: Sowjanya P.

Designation: Software Engineer Trainee

Location: Bangalore, India

Head	Annual Gross (INR)	Per month (INR)
Basic Salary (incl DA)	165,000	13,750
House Rent Allowance	82,500	6,875
Special Allowance	22,200	1,850
Leave Travel Allowance	30,300	2,525
<b>Total Cost to the Company (CTC)</b>	<b>300,000</b>	<b>25,000</b>

Please note:

- Any statutory deduction as required by Indian regulations including but not limited to Taxation, levies etc. will be deducted from salary payable and deposited with the tax authorities
- The company is currently not required to register for Employee Provident Fund (EPF) scheme and hence a separate EPF contribution is not added to the Cost to the Company (CTC). When such a registration and deduction become mandatory for the Company, the Company reserves the right to adjust the Special Allowance payout for employer contribution to EPF, without reducing the overall Cost to the Company.
- In addition to the above, you will be eligible to participate in any performance based variable bonus scheme introduced by the Company from time to time based on certain performance parameters.
- You will be eligible for Gratuity as per Indian regulations, subject to completion of 5 years of employment with the company.

For Interlinkages India Private Limited

Shruti Sood, Director

Accepted by

Sowjanya P.

Adhaar ID/Passport Number:

Date:



Principal  
A.J. Institute of Engineering & Technology  
Mangaluru - 575 006