

October 27, 2021

Ashish V Kumar
Mangalore

Employment Letter

Congratulations and welcome to the *EagleView Group*!

We are pleased to offer you employment as a **Measuring Technician**, with APMSE Software Services Private Limited, a member of the EagleView Group, hereinafter referred to as "Company". Your joining date will be on **October 29th**, 2021 and you will be reporting to a Company designate.

Following are the terms of your employment:

Place of work

You will work from the Company's office located in Bangalore, India which is currently located at 5th, 6th and 7th floor, Block No 5, A Wing, Pritech Park SEZ, Outer Ring Road, Bellandur, Bangalore, Karnataka - 560103, India. You may also be assigned, seconded or transferred to any other department office, client's site or other places anywhere in India or abroad, or subsidiary or affiliated company as and when required by the Company.

Duties and Responsibilities

During the term of your employment, you agree to devote all your skill, knowledge and working time to the conscientious performance of your duties and responsibilities and agree to perform your duties with diligence and devotion. Since this is a full-time employment with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest shall be immediately disclosed to the Company.



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

APMSE Software Services Private Limited is a member of the EagleView Group

APMSE Software Services Private Limited | www.eagleview.com | info@eagleview.com | 080 - 6822 6822 | CIN: U72900KA2018PTC114707 Regd Office: 5th, 6th and 7th Floor, Block No 5, A Wing, Pritech Park SEZ, Outer Ring Road, Bellandur, Bangalore, Karnataka, India, 560103

Compensation

The salary shall be paid on a monthly basis, net of all applicable deductions, on the last working day of the month. Please note that professional tax, income tax and other taxes (if any) as applicable shall be deducted from the gross monthly salary payable each month. As such, your net salary will depend on amount and nature of tax saving investments you make, as well as the bills and receipts you produce for tax-exempt reimbursable expenses. Your current compensation structure, will be as follows:

APMSE Compensation Structure		
Particulars	Monthly (INR)	Annual (INR)
Basic Salary	21,100	2,53,200
House Rent Allowance (HRA)	8,440	1,01,280
Education Allowance	200	2,400
Special Allowance	3,470	41,644
Leave Travel Allowance	1,758	21,092
Gross Salary	34,968	4,19,616
Employer Contribution to Provident Fund	2,532	30,384
CTC - Cost to Company	37,500	4,50,000

*Compensation numbers have been round-off to the nearest whole number.

Performance Incentive Pay-out : In addition to the above, you will be eligible for a monthly Incentive pay-out based on your performance evaluated per the set/established standards of Performance for your Business Unit. The details of this pay-out plan will be communicated to you by your hiring manager. The pay-out will be calculated prorated basis monthly. The pay-out will be made in the following month's payroll for the current month, per performance standards actually achieved.

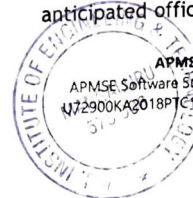
* The Company reserves the right to review, alter, or amend the performance standards at any time.

In addition to the above you will also be eligible for gratuity as per applicable law and insurance benefit.

Note*: Please note the above compensation structure is subject to change as per the policies of the Company from time to time.

Hours of Work

You will be required to work for 5 days a week with a shift duration being 9 hours. You will be required to work in any of the shift including night shift as assigned by your supervisor, the shift and week off will be rotational. The official business working hours and /or days may be changed in future as per the business requirement. Company recognizes the importance of work-life balance and hence the system is flexible, and trust based. Company suspects that to meet its world-class standards of customer service, it needs to be available at work whenever there is a business need. You together with the manager will establish guidelines for anticipated office hours and other work commitments and you may be required to



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