

Strictly Private & Confidential

15 October 2020

Mangalore

Dear Sweedol Caroline,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') in EIG CCOas per the below terms and conditions:

Role – Technical Trainee

Date of Joining – 26 October 2020

Your annual total earning potential will be **INR 2,22,885.00 /-** and will be structured as per the attached **Annexure 1 - Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hream@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment** with your signature on each page. In addition, please provide all the documentation identified in **Annexure 4**.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Sweedol Caroline, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the RECRUITER should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

Shyamprasad Hebbar

Senior Vice President – Corporate Services

ACKNOWLEDGED AND AGREED:

Full Name: Sweedol Caroline

Date: 15 October 2020



12

Principal

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

Candidate's signature _____