

Dear **Shreya Ganesh Shetty,**

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee QA Engineer** role. Congratulations!

We are delighted to set out below the terms and conditions of your employment with Kambala Solutions Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on February 4th 2021.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be Mangalore. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
- d. Where agreed by your reporting manager, the Company may permit you to use titles or designations solely for external representation purposes. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.

Annexure I

Probationary Salary Structure (per month)

Particulars/Component	Amount INR
Basic	12000
DA	1000
HRA	2000
Total	15000

Salary Structure on Completion of Probationary Period and Confirmation from Kambala Solutions

Monthly Components	Per Month (INR)	Annualised (INR)
Basic	12,568	150,814
DA	802	9,626
HRA	2,865	34,380
Other allowances	2,995	35,931
Gross Monthly Salary	19,230	230,751
Statutory Payments		
Kambala Contribution to PF	1,800	21,600
Total Fixed Pay		252,352
Variable Pay		
Performance Bonus **		17,648
Total Cash Pay		270,000
Benefits		
Mediclaime Insurance		9,000
Personal Accident Insurance		1,000
Total Benefits		10,000
Total Cost to Company		280,000

**It is an Annual Bonus payable at the end of every year and based on company and personal objectives

For Kambala Solutions Pvt. Ltd.

ACKNOWLEDGED AND AGREED

Somnath Jogi
Managing Director

Shreya Ganesh Shetty