

HRD 1003054781/21-22

Ms. Anusha B M
Kaje Nilaya
Bandiadka House
Kasargod-671543
India

Ph: +91-8277064487

Dear Anusha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Dec-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|---|-----------------------------|----------|---------------------|---|
| NAME | Ms. Anusha B M | | | |
| ROLE | Systems Engineer | | | |
| ROLE DESIGNATION | Systems Engineer Trainee | | | |
| 1. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | | | | |
| BASKET OF ALLOWANCES | | | | |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | | | | |
| MONTHLY GROSS SALARY | | | | |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | | | | |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of Basic Salary | | | | |
| GRATUITY - 4.81% of Basic Salary* | | | | |
| FIXED GROSS SALARY (1+2+3) | | | | |
| TOTAL GROSS SALARY | 75 000 | | | |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount In INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12000 (without security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan - loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan - loan allowance policy at that time | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |



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