

*** Personal and Confidential ***

Mr. Mohith Sanil
AJIET ,Mangalore,
Candidate ID : 7257483

Our reference: TN/66560/2022

Date: 25-Aug-2022

Dear Mr. Mohith Sanil,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

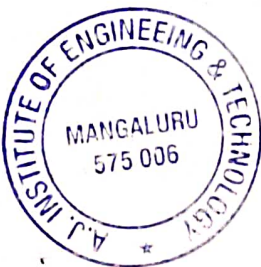
1. Compensation


- a. Your annual CTC (Cost to Company) will be Rs.5,00,000/- (Rupees Five Lakhs only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.




Principal
A.J. Institute of Engineering & Technology
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