



Date: 30-Sep-2021

Ref. No.: RT1/EEI/2122/0736

Mr. Chandan Honnappayya Gunaga
S/O Mr. Honnappayya Gunaga
#572, Prabhath Nagar Honnavar,
Dattar Kannada, Karnataka - 581334

Dear Chandan,

We are delighted to submit to you this offer for appointment as **Trainee Software Engineer (Band B)** our team at Robosoft Technologies Private Limited. This offer letter enlists the principal terms and conditions of this employment offer. You are expected to join on **18-July-2022**.

Under the terms of this offer:

You shall be on probation for a period of six months from the date of joining. Subject to satisfactory performance, the Company will confirm your position at the end of the probation period. However, the Company reserves the rights to further extend your probation for a maximum of another six (6) months, if required.

Your remuneration on a cost-to-company basis (inclusive of benefits such as the Company's contribution to Provident Fund, Gratuity, Variable Pay etc.) as discussed with you is provided in Annexure-I.

The Company reserves the right to change the position for which you are being hired and/or your duties. Your initial place of work shall be the Company's office situated at **Udupi**, but you may be required to work in any other place as decided by the Company.

Your employment with the Company will be subject to (i) all terms and conditions which will be detailed in the letter of appointment, which will be issued to you on your date of joining the Company or earlier once you have accepted this offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time.

As an employee of the Company, you will have access to certain Company confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 008

ANNEXURE - I

Your Compensation Package, on CTC (Cost to Company) basis, shall be Rs 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per annum	Description
1	Basic Salary	1,80,000	Paid monthly
2	House Rent Allowance	72,000	Paid monthly
3	Conveyance Allowance	19,200	Paid monthly
4	Medical Re-imbursment	15,000	Paid monthly
5	Food & Refreshments	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	15,000	Paid monthly
7	Other Allowance	54,346	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	3,67,546	
8	Provident Fund (Employer's Contribution)	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	7,200	Paid directly by the Company
10	Gratuity	8,654	Paid directly by the Company
	Total Fixed	4,05,000	
11	Variable Pay I	45,000	Paid at the end of the year based on Individual performance
	Total CTC per annum	4,50,000	

Group Medical insurance coverage is Rs. 4,00,000 per annum.

Statutory deductions at applicable rates, towards EPF, Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,

Nandakishore K
Group Manager Operations

I accept the Offer as outlined above

[Signature]

Chandan. H. Gunaga
[Name]

02/10/2021
[Date]

Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 008

Page No. 3