



Warm Welcome

08 September 2022

Name: Moksha Poojary

Applicant ID: 56791

Mailing Address: mokshapoojary0@gmail.com

Sub: Letter of Appointment

Dear Moksha,

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: GT

Date of Joining: 01 August 2023

Location: Bangalore

You will be reporting to V Madhusudana D Rao

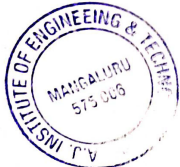
Total Compensation: Your Total Compensation will be Rs. 510,187.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1). For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Medclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage in other Medclaim Insurance Policy or as per the Medical Insurance policy conditions. The Insurance premium may vary each year and will be communicated to the employees during the renewal of the policy.
4. Participate in the company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

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

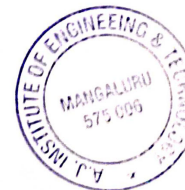


Compensation Structure (Take home)

Moksha Poojary

Components of Salary	Value in INR	
	Monthly	Annum
Earnings		
BAND		
VPP %	10.00	
Gross	37,500.00	450,000.00
I. EARNINGS		
A. Basic	17,657.00	211,884.00
B. Flexible Benefit Pay		
i. House Rent Allowance		
ii. Conveyance Allowance		
iii. Medical Expenses Reimbursement		
iv. Leave Travel Allowance		
v. Children Education Allowance	17,725.00	212,689.00
vi. Children Hostel Allowance		
vii. Refreshment Allowance		
viii. Hospitalization Reimbursement		
ix. Other Allowance		
x. Superannuation employer (Max 15% of monthly gross)		
C. Statutory Bonus	0.00	0.00
D. Company Contribution of PF	2,119.00	25,427.00
F. Fixed pay (A+B+C+D)	37,500.00	450,000.00
G. Variable pay	4,166.67	50,000.00
H. Total Salary (F+G)	41,666.67	500,000.00
I. Gratuity	849.00	10,187.00
K. CTC (H+I)	42,516.00	510,187.00
II. STANDARD DEDUCTION		
L. Employee contribution of PF	2,119.00	25,427.00
M. Professional Tax	200.00	2,400.00
N. Total deduction (L+M)	2,319.00	27,827.00
O. Net Pay before Tax((A+B+C) - N)	33,063.00	396,746.00
Note:		
Net pay before tax mentioned subject to:		
1. Income Tax deduction.		
2. Professional tax varies from State to State		
3. Any other statutory deduction which is not mentioned above		

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