

Dear **Sarthak Shetty**,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Development 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 December 5<sup>th</sup> 2022.

**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.

1

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

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	16,856	202,269
DA	1,076	12,911
HRA	3,843	46,110
Incentives	2,266	27,192
Special Allowance	1,204	14,448
<b>Gross Monthly Salary</b>	<b>25,245</b>	<b>302,930</b>
<b>Statutory Payments</b>		
Kambala Contribution to PF	1,950	23,400
<b>Total Fixed Pay</b>		<b>326,330</b>
<b>Variable Pay</b>		
Performance Bonus *		23,670
<b>Total Cash Pay</b>		<b>350,000</b>
<b>Benefits</b>		
Mediclaime Insurance		9,000
Personal Accident Insurance		1,000
<b>Total Benefits</b>		<b>10,000</b>
<b>Total Cost to Company</b>		<b>360,000</b>

\*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

Sarthak Shetty

8

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