

Offer Letter

Date: 4 October 2022

To Atharva Ingale

Dear **Atharva**,

Congratulations! With respect to your application of employment and the subsequent selection process, we are pleased to extend to you an offer you the position of **Associate Software Engineer** with iaurō Systems Pvt Ltd at **Pune office**

The following are the terms and conditions of the offer

1. Your joining date will be **1-May- 2023**.
2. Your all-inclusive annual compensation will be INR. **3,60,000 (Three Lakh Sixty Thousand only)** The Annual & monthly salary break-up is presented in Annexure 1
3. This also includes INR 60,000 performance-based retention bonus which will be paid to you after completion of your 1 year from DOJ.
4. Your employment will be governed by the rules, regulations and policies of the Company.
5. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
6. You are required to send the offer letter acceptance e-mail to hr@iauro.com mentioning the subject letter as OFFER LETTER ACCEPTANCE

Welcome to iaurō Systems! We invite you to be a part of the existing journey and evolve together!

For iaurō Systems

Anupam Kulkarni

CEO, iaurō Systems Pvt Ltd

ANNEXURE 1

Your annual salary package (CTC) will be **3,60,000**. The break-up of which is below:

iauro Systems Private Limited		
Name	Atharva Ingale	
Designation	Associate Software Engineer	
Location	Pune	
Components	Annual	Monthly
Basic Salary	150,000	12,500
HRA	60,000	5,000
Food Allowance	15,000	1,250
Attendance and other allowances	75,000	6,250
Gross Salary	300,000	25,000
Retention Bonus after one year	60,000	
PF Employer Contribution	18,000	1,500
Annual Total CTC		378,000
Deductions		
Professional Tax	2,500	200
PF Employee Contribution	18,000	1,500
Income Tax	As Applicable	As Applicable

- The salary mentioned above is subject to deduction of tax applicable as per the compliance
- You will be eligible for the mediclaim and group personal accident insurance as per the company policies
- The above salary break-up is provided based on the existing Company policies and may undergo change from time to time.
- The Company is eligible to deduct all such amounts as may be due against you for whatsoever reason from salary payable to you.

Annexure 2: Terms and Conditions

1. Offer Validity

1.1 The offer is valid to subject of acceptance within **1 day** from the date of release

1.2 This offer stands cancelled in case of any deviations in information or if you fail to connect to the Talent Management Team on the mentioned date at 10 am.

1.3 the Company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the Company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

1.5 In case you decide to end your employment with the Company before completing one year of employment, the Company retains the right to recover any expenses incurred at the time of joining. In addition if the Company has incurred any expenses towards Visa/ Work permit processing etc., the Company retains the right to recover the same.

2. Probation and confirmation:

2.1 You will be on probation for a period of **Six (6) months** from the date of joining. At the discretion of the Company, the probation period may be extended; if it is found that the services provided by you are not satisfactory or uninterrupted.

2.2 On successful completion of your probation, you will be confirmed as a permanent employee of iaurō Systems Pvt. Ltd. Your confirmation is also subject to the discretion of the company

3. Notice period:

3.1 Probation:

3.1.1 During probation, your services can be terminated with 1 months' notice or salary thereof by either party.

3.1.2 The Company can terminate the service of the employee during probation period, without necessarily assigning any reason, by giving 1 months' notice in writing or at the sole discretion of the Company, on payment of an equivalent amount of 1 months Gross Salary (or as the case maybe) in lieu of notice period to the employee

3.2 After Confirmation:

3.2.1 This appointment may be ended by either side with a notice period of 90 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period.

3.2.2 In case an employee resigns of his/her own will, the Company reserves the right to release the employee prior to the notice period of 90 days, taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period.

3.2.3 The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfill your part of the obligation, either to travel or to complete the assignment.

4. Leaves and Holidays:

You are entitled to to avail the leaves and entitle for holidays as per the company policy

5. Salary Review and Promotions:

You will be considered for salary review and promotion as per the Company's policies effective from time to time.

6. Confidential Information:

You shall not, during the employment with the Company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the Company or its Client or to the method, assets, and set-up used by them or relating to the prices paid by or charged from the vendors of the Company or Client.

7. Other terms and conditions:

7.1 You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee / Intern /Freelance of any other organization / entity engaged in any form of business activity without the consent of iauro System Pvt Ltd. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

7.2 You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining.

7.3 Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

7.4 You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement.

7.5 This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those

expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

7.6 If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

7.7 This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Pune, India.

ANNEXURE 3 Documents to be brought on the date of joining

Original & 1 set of photo copies to be brought on the date of joining

1. Pan Card
2. Aadhar Card
3. All Educational certificates
4. Appointment Letter, Relieving letter & Salary Certificate from the last employer
5. Experience/ Service certificates from your previous employers
6. UAN Number
7. Form 16 and IT returns for the last year
8. Proof of Permanent Address (Driving license/Passport/Voter's ID)
9. Four passport size photographs of self.
10. Copy of Passport (if available)
11. professional References

Annexure 4: Joining Details

Joining Date: 1 May 2023

Day: Monday

Reporting Time: 11.00 AM

Venue: Physical (Wankhede Bungalow, Plot No. 41, Lane No. 3, Shivaji Housing Society, S.B. Road, Shivaji Nagar, Pune-411016)

POC: Sayali Bhande

POC Contact Number: +918378979481

ACCEPTANCE

I have read and understood all the terms and conditions contained in this offer letter, it accurately reflects my understanding of the terms and conditions of my employment with the Company. I wish to accept employment with the Company on such terms.

I have not relied upon any other promises, understandings or representations in choosing to accept employment with the Company. I understand and agree that any changes in the terms of employment described in this offer letter must be set forth in a written instrument signed by a duly authorized officer of the Company.

Place:

Date: