

Date : **December 28, 2022**

To,

Shubham Dukare

Subject: Appointment and Joining Letter

Dear Shubham,

Congratulations on your selection for a career with cyberSecurist Pvt Ltd, Pune. We are pleased to have you on board, and happy to issue this joining letter.

Business Title: Trainee Software Security Engineer

Work Location: 59, Shri Shivaji Housing Society, Off S.B. Road, Pune, or any other location in India, as may be intimated

Date of Joining: July 1, 2022

Period of Training: 6 months

During the training period your stipend per month will be as below:

Stipend per month: INR 18,000

Joining Bonus: INR 10,000

Once probation period is over, you will receive your confirmation letter subject to your performance review.

Post confirmation: Your compensation will be as mentioned below:

Total compensation will be Rs. 4,60,200/- (Rs Four Lakhs Sixty Thousand) per annum, broken up into Fixed and Variable components as in the table below:

Fixed compensation: Rs 4,00,200/- (Rs Four Lakh Two Hundred only)

Item	Monthly (INR)	Annually (INR)
Base compensation	25,000/-	3,00,000/-
Allowances	4750/-	54,000/-
Retirement planning (PPF etc)	3600	43,200/-
Total Fixed	33,350/-	4,00,200/-

Variable compensation: Maximum up to Rs 60,000/-

The variable compensation will be paid on a quarterly basis and is subject to performance in assigned projects.

Please sign and handover a copy of this letter as acknowledgment of your acceptance of this offer.

Yours sincerely,

Mahesh Saptarshi

Director, cyberSecurist Technologies Pvt. Ltd.

Notes:

1. This offer is subject to you clearing our Background Verification process. In the event of any discrepancy being found as the result of the background verification check the Company retains the right to terminate the employment with immediate effect.

2. **Career growth:** Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company's customers and positive feedback.

The details shared above are strictly confidential and not to be disclosed.

You are requested to communicate your acceptance and acknowledgment of the joining letter by signing below and handing over a copy to our office.

Please feel free to reach us on contact@cybersecurist.com for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

Accepted

Signature of Employee: _____

Name of Employee: _____ Date: _____

Important clauses as per company policies to be adhered

1. You shall NOT directly or indirectly disclose any business information or attempt to inform any client, vendor related information to other party unless written consent is obtained from cyberSecurist
2. You shall NOT work with the cyberSecurist client(s) directly unless approved and agreed to by cyberSecurist.
3. Your services would be governed by the Company's rules and regulations in force currently and as applicable from time to time. The facilities, amenities and benefits provided to you in excess of the statutory requirements do not form a part of the conditions of service and are subject to change or be reduced at the discretion of the company.
4. During the period of your association with the Company you shall not represent the company to publish any articles or deliver any talk pertaining to your profession or be associated with any organization pertaining to your profession, without the written consent of the Company. This does not apply to your activities as an independent professional. However, you shall not, in any circumstances, use company project data, details or results/reports for your articles or talks.
5. You shall, at all times, maintain complete confidentiality about the Company's business affairs, inventions, techniques and processes of manufacturing and management and the like which may come to your knowledge during your association.
6. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your appointment.

CONDUCT REGARDING OUR CUSTOMERS, SUPPLIERS AND COMPETITORS

1. Treatment of Customers: We are dedicated to exceeding the expectations of our customers better than our competitors. Our services, products, information and support are designed to give our customers a competitive advantage.
2. Competitors: cyberSecurist competes vigorously with our competitors, but always with integrity. You shall not disparage cyberSecurist competitors or their products & Services. Generally, a consultant or employee should not accept confidential information about a competitor.
3. Government Contracts: Since the Company is or may become a supplier to country, federal, state and local governments around the world, cyberSecurist consultants must comply with all laws and regulations relating to government contracts and cooperate fully with vendors, investors and auditors who require information in connection with these contracts.