

Date: April 07, 2021

Letter of Offer

Dear Trupti Vaidya,

Further to your interview dated **February 20, 2021**, we are pleased to offer you the position of **Trainee - Software Engineer** with our organization.

On joining the company, you will be on training for a minimum period of 3 months. The monthly stipend during your training period will be **Rs. 18,000/-** (including Provident Fund & deductions will be as applicable).

Subject to successful completion of the training, your employment will be confirmed as **Software Engineer**.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

Upon joining, you will be subject to the employee policies and practices of the Company. A summary of the present policies is included as Annexure-2 to this letter of offer for your reference. Also refer Annexure-3 for the list of documents to be submitted.

You are required to join duties with effect from **April 07, 2021** for this offer to be valid.

Kindly report at the following address, at 9:15 a.m. on your date of joining -

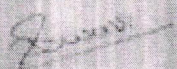
Cybage software Pvt. Ltd.
7th Floor, Tower-B, EON Kharadi Infrastructure Pvt. Ltd. SEZ,
Phase-II, S. No. 72/2/1, Kharadi,
Pune - 411014, Maharashtra

Cybage holds the right to cancel this offer with or without a reason at any time before you joining. Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,
For Cybage Software Pvt. Ltd.


Swati Patil
Group Manager - Talent Acquisition

Cybage Software Pvt. Ltd.


(An ISO 27001 Company)

Survey No 13/A/1-2+3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700, Fax: +91-20-66041701

www.cvbage.com

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PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ahmednagar

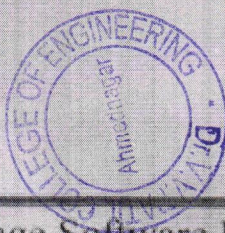
ANNEXURE-1

SALARY BREAK-UP

Name: Trupti Vaidya
Designation: Software Engineer
Date Of Joining: April 07, 2021
Department: Engineering
Primary Skill: Fresher
Location: Pune

No.	Components of Salary	Amount Rs. (per annum)
A	Monthly Salary components	
i	Basic	180,000
ii	HRA	72,000
iii	Children Education Allowance	34,308
iv	Bonus / Ex-Gratia*	34,308
v	LTA	22,464
vi	EPF Employer's Contribution	23,400
	ANNUAL GROSS FIXED SALARY	366,480
B	Major benefits	
vii	Gratuity	8,658
viii	Insurance-Medical	6,600
ix	Insurance-Term Life	1,665
	TOTAL COMPENSATION (A+B)	383,403
C	Variable Pay	36,648
D	COST TO COMPANY (A+B+C)	420,051

*Details mentioned in the "Explanation of terms used" section in the next page.



[Signature]
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