



EVERSANA™

Mr. Adim Shaikh

March 3, 2022

Congratulations! We are pleased to offer you the position of an **Associate Software Engineer** at **Eversana India Pvt Ltd.** Your date of joining will be on **March 9, 2022.**

This offer nullifies all previous offers, both written and verbal. You are to respond to this offer by/on **March 4, 2021**, after which, this offer will no longer be valid.

1. The company will pay you an Annual Gross Cost to Company (CTC) of **Rs. 5,11,471/- INR.** The CTC breakup is mentioned in Annexure – I.
2. Your place of employment will be **Pune**; however, you will be liable to be transferred in such capacity as the company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
3. You will be entitled to the standard benefits apart from the remuneration mentioned here as per the company policies which will be explained to you during your orientation.
4. This offer of employment is contingent on the basis that all information and documentation provided by you is true to the best of your knowledge and that you have not provided us with false declaration or will fully suppressed any material information. If at any point of time during your employment with Eversana India Pvt. Ltd., it comes to light that the information and/or documentation which you have provided is false and/or misrepresented by you, you will be liable for removal from services immediately without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

We would like to take this opportunity to extend a warm welcome to the Eversana family and look forward to a rewarding career with us.

As a means of acceptance, please send us an email confirmation so that the rest of the procedure can be started.

Yours Sincerely,

Amlan Basu
Associate Director – Human Resources
Date : 3/3/2022

Adim Shaikh:

Date:



PRINCIPAL
Dr. Vithalrao Vikhe Patil
College of Engineering
Ammednagar

101 – 103, 1ST FLOOR, MARISORT IT PARK TOWER – 1, KALYANI NAGAR, PUNE – 411 014
www.eversana.com

CIN - U72200PN2009FTC142299



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ANNEXURE – I

Name: Adim Shaikh

Designation: Associate Software Engineer

DOJ: March 9, 2022

Salary Component	Amount in Rupees
Basic	10417
HRA	4167
Technical development allowance	1042
LTA	1563
*Flexible Basket	24480
Total Monthly	41669
Total Annual	500028
Gratuity	6012
Group Medical Insurance	5431
Total Annual	511471

*Flexible Basket – Please refer Annexure II

Taxes and other deductions are applicable as per the prevailing government rules and your income tax investment declarations.

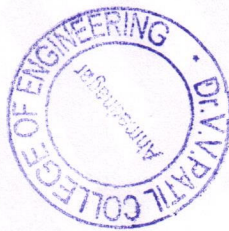
Yours Truly

For Eversana India Pvt. Ltd.

Amlan Basu

Associate Director – Human Resources

Date : 3/3/2022



PRINCIPAL
Dr. Vithairao Vikhe Patil
College of Engineering
Ahmednagar



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ANNEXURE – II

Name: Adim Shaikh
Designation: Associate Software Engineer
DOJ: March 9, 2022

Tuning your salary structure:

Please note that the salary structure is fine tuneable by you.
The current Basis component of your salary structure is at 25% of your Monthly component.
You can vary it up to 40% of your monthly component.

The variation will impact your deductions for PF and Company contribution for PF as well your gratuity calculation as when applicable.

You are requested to get in touch with Finance Department during On-boarding for any queries on salary structure.

Flexible Basket

Flexible basket contains the following:

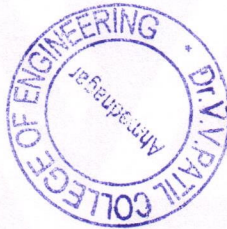
- 1) Meal Allowance up to 2200 (Paytm linked)
- 2) Driver reimbursement
- 3) Vehicle reimbursement
- 4) Telephone Allowance
- 5) Company Contribution to PF
- 6) Special Allowance / Incentive

All these components will vary basis your designation and prevailing rules and regulations of taxation authorities.

You are requested to get in touch with Finance department during onboarding to understand the impact of these components on your taxes home and supporting declaration needed for them to be effective in your tax derivation.

Yours Truly
For Eversana India Pvt. Ltd.

Amlan Basu
Associate Director – Human Resources
Date: 3/3/2022



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(I have read and understood the terms and conditions laid down in this agreement and will abide by them. I have signed a copy of the agreement as a token of acceptance).

Name: Adim Shaikh
Date: 3/3/2022