



October 6, 2021

CDK Global (India) Private Limited

Regd. Office: 4th & 5th Floor, Building 12B,
Sundew Properties Ltd-SEZ, Raheja Mindspace, Madhapur,
Hyderabad - 500 081, Telangana, India. Phone: +91 40 6756 6000
CIN: U72900TG2014PTC103685

Mr. Hrishikesh Deshpande
"Shri Gurukripa", plot no. 80, behind Hotel Castle,
Near Business Center, Savedi, Savedi,
Ahmednagar 414003.

Dear Hrishikesh ,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment at **CDK Global (India) Private Limited** (also referred to as 'CDK Global' or 'the Company'). Please find the details below:

Job Title:	Assoc Software Engineer
Job Level:	10
Date of Joining:	On or before October 11, 2021
Compensation:	Gross Compensation of INR. 450,000/- (Rupees Four Lakhs Fifty Thousand Only) per year. (Details are attached)
Notice Period:	In case of resignation / termination of services, either party will be required to give a two month notice in writing.
Place of work:	Your initial place of work will be at Pune. You may be asked to relocate to any of our units, departments or the offices of our affiliates, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing a copy of this letter and sending it across to us within 2 days, failing which this offer of employment is liable to be invalid.

"Affiliate" means any entity that controls, is controlled by, or is under common control with the Company. For purposes of this offer letter, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

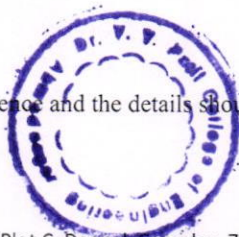
Details of your offer along with terms & conditions of your employment offer are attached.

We congratulate you on your appointment and wish you a long and successful career with CDK Global.

Sincerely,

Arvind Chaturvedi
(Managing Director)

Note: This document is issued in strict confidence and the details should not be shared with anyone



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Salary Annexure

Name Hrishikesh Deshpande
Job Title Assoc Software Engineer
Job Level 10


Salary Components (Monthly)	Amount (INR)
Basic Salary	11,250
House Rent Allowance (40% of Basic Salary)	4,500
Conveyance Allowance	1,600
Flexible Benefits*	2,575
Special Allowance	12,234
Broadband/Internet Allowance	1,000
Advance Statutory Bonus	2,000
Retirals (Monthly)	
Provident Fund**	1,800
Gratuity	541
Total Annual Salary	450,000

*Leave Travel Allowance and Children Education Allowance.

** PF will be deducted as per the statutory norms.

All payments shall be subject to applicable taxes and statutory withholding.




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Terms and Conditions

1. Working Hours

The Company operates 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality


Confidential Information means information in whatever form (including, without limitation, in written, oral, visual or electronic form or on any magnetic or optical disk or memory and wherever located) relating to the business, customers, clients, suppliers, products, affairs and finances of CDK Global or any Group Company for the time being confidential to CDK Global or any Group Company and trade secrets including, without limitation, technical data and know-how relating to the Business of CDK Global or any Group Company or any of its or their suppliers, customers, clients, agents, distributors, shareholders, management or business contacts, including in particular (by way of illustration only and without limitation) matters with which CDK legal department is involved and including (but not limited to) information that the Consultant Company or the Individual creates, develops, receives or obtains in connection with this Engagement, whether or not such information (if in anything other than oral form) is marked confidential,

You are required to maintain an appropriate standard of confidentiality as may be instructed by the Company from time to time. Any disclosure of Confidential Information (including personal information kept on computer or other media) made unlawfully or without written permission from the Company outside the proper course of duty will be treated as a serious disciplinary offence and may result in dismissal.

Your obligations of confidentiality shall apply during your employment or afterwards. All notes, memoranda, records and other documents relating to the business of CDK Global in your possession are and shall remain the property of CDK Global and shall be handed over by you to CDK Global on demand and, in any event, upon termination of your employment. You should understand that any breach of this clause would constitute a serious disciplinary offence for which you may be dismissed. Should you breach this clause after your employment has ended, the Company may take legal appropriate civil and criminal action against you.

You hereby give explicit consent to Company installing on IT equipment used in the performance of your duties software and tools designed to protect the Confidential Information of CDK Global (Security Tools). By signing this letter, you acknowledge that, while the Security Tools have the objective of protecting Confidential Information, they may potentially as a consequence of their operation collect, store, handle, process some of your sensitive personal data such as bank account numbers, credit card numbers, Aadhar card number etc., from time to time. The Company shall delete such personal sensitive information which was captured as a consequence of the operation of the Security Tools as soon as practical. The Company will not utilize your data for any purpose other than the protection of Confidential Information. In the event that you request the deletion of such data, the Company shall endeavor to delete such data as soon as it may be practically possible. Further, in the event of your separation from the Company on account of any reason, Company shall forthwith endeavor to delete your data as soon as it may be practically possible.




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3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the Company reserves the right to immediately terminate your services.

4. Documents

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the Company, you are required to produce a copy of the relieving letter (if you have previous work experience) from your last employer.

5. Permanent Account Number (PAN)

PAN is mandatory under Income Tax Act, 1961 for processing the salaries. In the absence of PAN, TDS would be deducted as per the applicable provisions of Income Tax Act, 1961.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per Employees Provident Fund and Miscellaneous Provisions Act, 1952 (EPF). The Company will also contribute a matching amount towards your Provident Fund (PF). The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as per applicable provisions of the applicable statutory laws and rules made thereunder.

8. Flexible Benefits

The Flexible Benefit is a key component in your Total Annual Salary. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

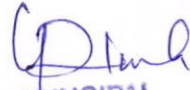
9. Health Insurance

You and your dependents will be covered as per the existing Mediciam Insurance Policy provided by the Company.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the Company.




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11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the Company policy. You are also entitled to avail the Public Holidays as per the Company policy. Leave should be taken, as mutually agreed between you and the reporting Manager.

For those members who joined the Company after January 1st, Leave entitlement for the period between your date of joining and 31st of December will be allocated on a pro rata basis.

12. Background Checks / Advanced Background Checks

Background checks (Address, Criminal, Education, Employment, Reference checks or any other check as required by the Company from time to time) are conducted for all associates. Additionally, Advanced Background Checks (Criminal, Education & Employment from the time the associate turned 18 till present along with Address details where the associate has resided in the past 10 years) may be conducted for associates depending on the Company policy / business need. If the information provided by you is misrepresented, the Company would take appropriate action leading up to termination of employment.

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the Company reserves the right to immediately terminate your services.


13. Relocation Assistance

If you are joining from outside Pune, you may avail the Company -paid accommodation for two weeks. To avail the facility, you need to send an e-mail to _a4351@cdk.com, confirming your requirement for such accommodation at least 15 days prior to the date of joining.

You are eligible for relocation assistance towards travel, expenses towards movement of goods and household articles (including insurance), brokerage, per diem and miscellaneous expenses subject to a maximum amount upto Rs. 60,000 if you are relocating with your family (dependant parents/in-laws, spouse & kids). If you are relocating without your family, you can claim upto Rs. 30,000. The claims are subject to submission of original bills (wherever applicable).

In case you leave the Company, for any reason, within one year, you will be required to refund the relocation amount to the Company.




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