

Mr. Mathan. U,
Hyderabad

Dear Mathan. U,

Thank you for your keen interest in Gradious Technologies Private Ltd. Subsequent to our discussions with you, we are delighted to extend you an offer to join Gradious. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the Gradious family.

At the time of Joining, you would be designated as Associate Software Engineer.

Your date of joining would be based on your academic completion and is currently tentatively decided to be May 15th.

You will be based at the Gradious Hyderabad office and may be asked to re-locate as per the business needs. You will be on probation from your date of joining for a period of six months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months, on the occasion of resignation from the services.

Your Total Remuneration will be **Rs. 1,80,000/- per annum** as per **Annexure –I** during the probation period and post the probation period the Total Remuneration will be **Rs 3,00,000/- per annum** as per **Annexure-II**

This offer stands valid on the following condition:

1. You agree and sign the Employment Agreement and adhere to its terms.
2. You agree to take up the training required along with your academic studies.
3. Gradious will have complete discretion to withdraw this offer letter if your attendance during the training is less than 80% or if you do not complete assignments and submissions on time. You are expected to complete all the training modules and the final project as part of the training.
4. You will be joining our office at Hyderabad, failing which you will be liable to pay damages to Gradious as per the Employment agreement.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned on or before **31st Dec' 2021**

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely

I hereby accept employment on the terms set forth in this letter as
of this ___ day of _____ **2021/2022**

Gangatharan Raja
Director

Mathan. U

ANNEXURE – I

COMPENSATION & BENEFITS STRUCTURE		
NAME	: Mathan. U	
DESIGNATION	: Associate Software Engineer	
	Per Month (in Rs.)	Per Annum (in Rs.)
Base Components (A)		
Basic	7,500.00	90,000.00
HRA	3,000.00	36,000.00
Basket of Allowances (B)		
Special Allowance	4,500.00	54,000.00
Fixed Compensation (A+B)	15,000.00	1,80,000.00
Variable Compensation (at 100%) <i>Refer Annexure II for details</i>	Nil	Nil
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	15,000.00	1,80,000.00

Sincerely

Gangatharan Raja
Director

Mathan. U

ANNEXURE – II

COMPENSATION & BENEFITS STRUCTURE		
NAME	: Mathan. U	
DESIGNATION	: Associate Software Engineer	
	Per Month (in Rs.)	Per Annum (in Rs.)
Base Components (A)		
Basic	12,500.00	1,50,000.00
HRA	5,000.00	60,000.00
Basket of Allowances (B)		
Special Allowance	7,500.00	90,000.00
Fixed Compensation (A+B)	25,000.00	3,00,000
Variable Compensation (at 100%) <i>Refer Annexure II for details</i>	Nil	Nil
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	25,000.00	3,00,000

Sincerely

Gangatharan Raja
Director

Mathan. U