



Ref: HR/Offer Letter/7-9
February 16, 2022

Bopanna P
Bangalore

Sub: Letter of Offer

Dear Bopanna,

Thank you for your interest in discussing employment opportunities with emids.

- 1) Further to the discussions we have had in the recent past we are pleased to offer you the position of **Software Engineer** in our organization.
- 2) Your annual compensation (Cost to Company) including PF will be **Rs. 1,000,000**.
- 3) You are requested to join on or before **February 18, 2022**. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.
- 4) A detailed appointment letter with terms and conditions governing your employment will be issued on joining the services of emids.

1. SALARY AND OTHER BENEFITS

- 1.1 The Company shall pay you the amounts, and make available the benefits and privileges as more specifically set forth in Annexure I to this offer letter. You shall be entitled to your salary (as specified in Annexure I hereto) on a monthly basis ("Salary") and such monthly Salary shall be payable to you on the 1st of every calendar month, in accordance with the Company's regular payroll practices in effect from time-to-time. Your salary includes a performance variable component (if applicable) ("Variable Pay").
- 1.2 If the Joining Date commences on a date other than the first day of a calendar month, then the Salary for that calendar month shall be prorated based on the number of days in such month and you shall receive such prorated salary for that calendar month.
- 1.3 The Salary is subject to deductions and withholdings of tax or otherwise as the Company may be mandated or required to do so by any applicable laws, regulations, or guidelines.

emids Technologies Pvt. Ltd.

Champak Pragathi Towers, Survey No 3/2, Hosur Main Road, Bommanahalli, Bangalore 560068, INDIA
Phone: +91 80 4098 0000, Fax: +91 80 4098 0050, URL: www.emids.com

CIN U85110KA1999PTC024738

Annexure A – Salary Details

Bopanna P		Annual (INR)
	Cost to Company (CTC) Per annum	1,000,000
	Fixed Component	1,000,000
I	<u>Fixed</u>	
	Basic Pay	300,000
	House Rent Allowance	120,000
	Special Allowance	404,000
II	<u>Flexible Benefits</u>	
	Meal Card	26,400
	Leave Travel Allowances	50,000
	Petrol Allowances (Car Maintenance)	39,600
	Telephone Allowances	24,000
III	<u>Provident Fund</u>	
	Employer Contribution	36,000
	Employee Contribution	36,000
IV	<u>Deductions</u>	
*	Income Tax	0
	Profession Tax	2,400
	NET SALARY	925,600
* Income tax calculated as per the tax laws		

Signature:
Name: Bopanna P

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