



Plot 2433 , 3rd floor , muddinapalya,
Sri M Visveswaraiah layout,
8th block, Bangalore 560091

4th July 2023

Sub: Offer of Employment

Dear Manjunatha,

Thank you for investing your time to pursue an opportunity with Encora.

We are delighted to offer you an employment opportunity as "**Sr. Systems Engineer**" with Encora Innovation LabsIndia Pvt. Ltd., Your office location will be Bangalore. Following are the terms and conditions connected with your employment:

1) **Compensation & Benefits:**

- a) You will receive a compensation package of **Rs. 20,00,000** per annum. The breakup of the compensation and benefits applicable to you is as per Annexure 1. You are expected to treat this information and any changes made therein from time to time as personal and confidential.
- b) Apart from this you and your family will be entitled to a comprehensive health insurance and a personal accident insurance coverage under the group insurance medical and insurance benefit plan of the Company from time to time.
- c) Company's compensation policy is completely performance driven and thus solicits utmost confidentiality on your part as an employee of the Company.

2) **Retirement:** You will retire in the normal course from the services of the Company on attaining the age of superannuation, which is at the end of the month following your 58th birthday.

3) **Employment Conditions:** Your services will be governed by general service conditions as given below:

- a) **Working Hours:** Terms and conditions related to working hours, leave etc., shall be as per the Company policy applicable to all the employees.
- b) **Full Time Work:** Your position is a whole-time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work part-time or otherwise or work on advisory capacity or be interested directly or indirectly in any other trade or business without the prior consent in writing from the Company during your employment with the Company. The Company reserves the right to alter or allocate different responsibilities to you from time to time depending on the business needs of the Company.
- c) **Code of Conduct:** You are expected to operate with the highest degree of initiative, economy,

Encora Innovation Labs India Pvt. Ltd.

(Formerly Indecomm Global Services (India) Pvt. Ltd.)

Regd. Office: Brigade South Parade, Third Floor, No. 10, M.G. Road, Bengaluru - 560 001, India

Tel: +91.80.66953400 Fax: +91.80.66953408 Web: www.encora.com

CIN: U72200KA2000PTC052615

Annexure 1

Name :	Manjunatha
Grade :	C2
Designation :	Sr. Systems Engineer

Components	Rs.	Rs.
	Annual	Monthly
Basic Salary	749592	62466
House Rent Allowance	374796	31233
Special Allowance	749604	62467
Gross Salary	1873992	156166
Company's PF Contribution	89952	7496
Gratuity	36060	3005
Cost to Company	2000000	166667

Monthly Gross		156166
Professional Tax	200	
Provident Fund	7496	
		7696
Take Home Pretax		148470

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