

**Dhanvarsha S ,  
No 19,Eswaran Kovil Street,  
Avalpoondurai,Erode 638115**

**5<sup>th</sup> June 2021**

Dear **Dhanvarsha**,

We are pleased to extend an offer to you at Qubercomm Technologies India Pvt Ltd("Company") as **"Associate Software Engineer"** reporting to Senthil Kumar Balasubramaniam with a start date to be determined post your completion of your Graduation. This is contingent upon you joining the company for a internship.

**Commencement of Employment:**

Your internship start date is **8<sup>th</sup> June 2021** and your designation will be **"Trainee Software Engineer"**. Your appointment as **"Associate Software Engineer"** would be effective after successful Completion of internship. If you are either unable to join as intern or unable to complete the internship successfully, this offer will stand rescinded. **Due to the prevailing Covid-19 Situation, we are issuing conditional offer, subject to the individual submitting the necessary documents post the lockdown. You are expected to Join Qubercomm Chennai Office once the prevailing movement restriction is released.**

Your employment is contingent on the results of a background check which includes a criminal records check and reference checks, and can include verification of education. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with Company may be subject to immediate termination.

You will be on probation for a period of Six months. Employees are eligible for Promotion, Salary increase or any incentive payments only upon successful completion of the probation period. The company reserves the right to either extend the probation period or terminate employment if the employee's performance does not meet the expectation

**Salary :**

During the period of internship ,you will be paid a stipend of Rs 15,000/-. You Will not be eligible for any other company paid benefits.

Our offer to you for Full Time employment has a minimum guaranteed Annual Total Compensation of Rs 4,00,000 which includes a gross monthly salary and company paid standard benefits. This offer is for Full Time employment with the company based on 5 working days a week.

All stipend, allowances and reimbursements will be paid less any applicable taxes and withholdings on the last working day of each month.

Following is the break-up of the total compensation for the Full time employment

1.Fixed Salary & Benefits		Per Month	Per Annum
1.1	Basic	11,083.00	1,32,996.00
1.2	HRA	5,542.00	66,504.00
1.3	Medical & Conveyance Allowance	4,167.00	50,004.00
1.4	Flexi Benefits	5,108.00	61,296.00
1.5	Fixed Allowance	3,267.00	39,204.00
1.6	Yearly Bonus	0.00	20,000.00
	<b>Sub-Total (A)</b>	<b>29,167.00</b>	<b>3,70,004.00</b>
1.7	PF Employer Contribution	1800.00	21,600.00
1.8	Gratuity		6,396.00
1.9	Insurance (Employee only)		2,000.00
	<b>Benefits Total (B)</b>		<b>29,996.00</b>
	<b>Total Compensation (A+B)</b>		<b>4,00,000.00</b>
Flexi Benefits Components		Per Month	Per Annum
1	Internet /Telephone Bills	4000	48000
2	LTA	1108	12072

Yearly Bonus will be paid at the completion of one (1) year. You will be entitled for Gratuity upon completion of five (5) years of service with the company. This is based on the current month basic salary for indication purpose only. Incentive shall not be payable to employees who have resigned or relieved from the services of the company as on disbursement date.

#### Benefits Program:

Company is committed to providing employees comprehensive and competitive levels of compensation and benefits. Our salary and benefit programs are competitive in our industry and are designed to meet the needs of employees and their families.

#### Place of work and hours:

You will report into the Company's Chennai office. Company reserves its rights to transfer or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

#### Holidays and time-off:

The Company provides 10 paid days as public holidays including government mandated days. The employee will accrue an annual paid leave of 15 days on an equal month-over-month basis based on continuous employment. Employees are also provided with 5 working days per calendar year as

sick/casual leave. The employees can carry forward accrued vacation for up to a total of 30 days beyond which vacation accrual will stop.

**Insurance:**

Company will provide employee with Group Personal Accident Insurance. The principal sum is equal to 5x an employee's annual gross pay, up to a maximum benefit of 2,00,00,000 INR. due to bodily injury or death as a result of an accident. GPA Insurance provides a benefit based upon a payment schedule. Company will pay 100% of the premium.

Company will provide eligible employees with coverage equal to 2x their annual gross pay. Medical certification may be required for coverage that exceeds 90,00,000 INR. Coverage will begin the first day of employment and Company will pay 100% of the premium.

Company will provide eligible employees with Mediclaim Insurance with coverage of 1,00,000 INR. Only Employees are covered in Mediclaim insurance and this does not include parents or dependents.

Travel Accident Insurance of up to \$100,000 USD, if death occurs while travelling on Company business outside of India. Company provides coverage for emergency medical treatment employees may require while travelling on Company business outside of India.

**Confidentiality:**

You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Company which may be known to you or confided in you by any means in the course of your internship with Company. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Company at the time of joining Company.

**India Taxes:**

Taxes will be withheld in accordance with India tax laws and you may be required to provide receipts for allowances. You shall be responsible for filing of your personal returns and comply with other requirements under the India tax laws

**Termination of Employment:**

Your internship is for a period of Six months. At the completion of this period, this offer is automatically terminated unless extended or a new offer made by the company. If you leave the company during or at the completion of your internship, then you are expected to pay five times the entire amount paid as stipend back to the company. Post your confirmation for full time opportunity your term of employment will be for Two years from the date appointment. If you want to leave the employment within period of two years, you should give 90 days prior notice and shall deposit Five Lakhs before leaving the organization.

The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving letter from the organization & at the same time organization has full right to initiate appropriate legal proceedings against the Employee in case of breach of this employment agreement

Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence as per Company policy or guidelines, or have committed any breach of this agreement or for non-performance.

#### **Other Acknowledgements and Contingencies:**

You understand and agree that any information received as a result of the investigation to verify information provided in your resume, application and/or personal information sheet, and any other inquiries are deemed necessary, may be used by Company to determine appropriateness for employment and that this offer may be revoked or your internship may be terminated based on information received from this investigation, even if such information is received after the commencement of your internship.

You also understand and agree that your internship is contingent upon signing the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement and acknowledging that you have not and will not bring or use, in the performance of your duties for Company, any proprietary or confidential information of any of your former employers without that former employer's written authorization. You agree and acknowledge that your internship with Company will not require you to violate any contract, obligation or confidence to any other party.

Finally, you acknowledge your internship at Company is contingent on you being able to legally work in India. If as a condition of your lawful ability to work in India, you are required to submit a Financial Guarantee, and Company agrees to do so, on your behalf, you must sign a Counter Guarantee which will be provided by Company.

#### **Employment Rules and Regulations:**

In addition to the terms and conditions of employment specifically stated herein, you will also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by Company from time to time. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time.

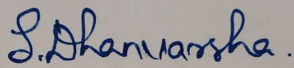
#### **Deadline to Accept Offer:**

We are hopeful you will accept this offer. If you wish to, pls share the signed copy of the offer letter. Congratulations and welcome to the Qubercomm team! We wish you a long-lasting and rewarding association with us.

Sincerely



**Kirthika Subramaniam**  
**Manager Human Resource**  
**Qubercomm Technologies India Pvt Ltd**

  
( S . DHANYARSHA )