

**OFFER LETTER**

Date: 29-Jan-19

Ms. Kuncham Sukanya,
Hyderabad

Sub: Placement Offer

Dear Sukanya,

Greetings!

It is a great pleasure to welcome you to Highradius Technologies Pvt. Ltd.

We are glad to offer you the position of **Trainee Engineer - Infrastructure** in our Company, at an annual CTC of **Rs.3, 25,000 (Three Lakh Twenty Five Thousand Rupees only)**, which will materialize as per conditions below.

The details of the salary breakup are as below:

| S. No | Particulars | Monthly (Rs.) | Annualized (Rs.) |
|----------|---|---------------|------------------|
| A | Gross Salary | | |
| 1 | Basic | 12500 | 150000 |
| 2 | HRA (40% of Basic) | 5000 | 60000 |
| 3 | Transport Allowance | 1600 | 19200 |
| 4 | Medical Allowance | 1250 | 15000 |
| 5 | Leave Travel Allowance (LTA) | 1250 | 15000 |
| 6 | Provident Fund Company contribution | 1500 | 18000 |
| 8 | Special Allowance | 1900 | 22800 |
| | Total Gross Salary | 25000 | 300000 |
| B | Variable Pay | | |
| | Performance Linked Variable Pay (PLVP)* | 0 | 25000 |
| C | CTC (A+B = C) | 25000 | 325000 |

PERFORMANCE LINKED VARIABLE PAY (PLVP) *

* To be paid out after completion of one year of employment with HighRadius technologies Pvt. Ltd. and is based purely on the employee performance

| | |
|--|---------------|
| Category 1 (An indicative pay out of 100% of PLVP) | 325000 |
| Category 2 (An indicative pay out of 50% of PLVP) | 312500 |
| Category 3 (An indicative payout of 0% of PLVP) | 300000 |

HighRadius Technologies Pvt. Ltd.
Office-1, Ground Floor, Block-1, DLF Cyber City, Plot No.129 to 132, Gachibowli, Hyderabad, Telangana, 500019
www.highradius.com

DocuSigned by:

Kuncham Sukanya

1/30/2019
Highly Confidential



This offer of full- time employment will be subject to:

- a) successful completion of your academic course with a clear academic record, and providing marks sheet within 3 months and Provisional Degree Certificate within 6 months of completion of your academic course, in the presence of);
- b) successful participation in the Internship program(refer Annexure A),
- c) verification of background &providing two references, and
- d) medical fitness

Your performance shall determine the stream allocated to you. The right to make an offer to you a full time employment vests solely with the Company.

By accepting this placement offer, you agree not to present yourself in another placement process offered by your institution, unless our arrangement is terminated before completion of your participation in the Internship program. You also agree to participate in the Internship Program as described in the Annexure A and agree to abide by the terms and conditions stated therein.

Upon the terms mentioned herein and in the Annexure A being acceptable to you, please initial all pages in this offer and Annexure A, sign below and return the duplicate copy of this letter in acceptance, on or before **6th Feb'2019**. Kindly report to **Ms. Swetha Seethiraju**, Asst. Manager – People & Culture on the date **11th Feb'2019**, failing which this offer shall automatically stand cancelled without any further reference to you.

At the time of reporting, please provide valid Identification documents being a PAN Card and one photo id with residential address, i.e. Aadhaar/ Voter Card/Driving License/ Passport and 2 passport size photographs.

We wish the best of luck.

Yours faithfully,

For **HighRadius Technologies Pvt. Ltd.**

Ananth Madabushi

Director – People & Culture

DocuSigned by:
Kuncham Sukanya
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Signature- _____

1/30/2019

Date - _____