

**OFFER LETTER**

Date: 29-Jan-19

Ms. Anusha M,
Hyderabad

Sub: Placement Offer

Dear Anusha,

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 Database Systems** 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
		25000	325000
C	CTC (A+B = C)		

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

DocuSigned by:

Anusha M

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

1/30/19 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:
Anusha M
09950F42C1E04DF

Signature- _____

1/30/2019

Date - _____