

**OFFER LETTER**Date: 28th Dec 2020

Ms. Naseera Bhanu Uravakonda Dudekula

Hyderabad

Sub: Placement Offer

Dear Naseera

Greetings!

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

We are glad to offer you the position of "Trainee Infrastructure Engineer" in our Company, at an annual CTC of Rs. 3,75,000 (Three Lakhs Seventy-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	26136	313632
1	Basic	13068	156816
2	House Rent Allowance	5227	62724
3	Leave Travel Allowance	1307	15684
4	Special Allowance	6534	78408
	Total-Gross Pay	26136	313632
B	Variable Pay	0	25000
5	Performance Linked Variable Pay (PLVP)*	26136	338632
	A+B		
C	Benefits		
6	Insurance (GMC,GPA,GTL)	602	7229
7	Gratuity	629	7548
8	Company's Contribution to PF	1800	21600
	Total Benefits	3031	36372
D	Total CTC(A+B+C=D)	29167	375000

Performance Linked Variable Pay (PLVP):

You will be eligible for a performance linked variable pay, the amount will be paid out in the range of 0-100% on the basis of your individual performance. It is prorated to the duration spent with HighRadius Technologies for a calendar year.

Optional Benefits:

- Parental Insurance for Rs 3lakhs is an optional benefit and payable by self.
- You can enroll for Axis Meal card as tax benefit upon joining.

HighRadius Technologies Pvt. Ltd.

DocuSigned by: Office-1, 5th Floor, Block-3, DLF Cyber City, Plot No.129 to 132, Gachibowli, Hyderabad, Telangana-500019

Naseera Bhanu Uravakonda Dudekula

www.highradius.com

Highly Confidential

12/29/2020

