



OFFER LETTER

02/03/2020

Mr. Devanath Mayakuntla,
Hyderabad

Sub: Placement Offer

Dear Devanath

Greetings!

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

We are glad to offer you the position of "Trainee Database Engineer" with CTC of Rs. 3,75,000 (Three Lakhs Seventy-Five Thousand Rupees only), which will be applicable on the conditions below.

The details of the salary breakup are as below:

S. No	Particulars	Monthly (Rs.)	Annually (Rs.)
A	Gross Salary	26136	313632
1	Basic	18068	216816
2	House Rent Allowance	3727	44724
3	Leave Travel Allowance	1817	21804
4	Special Allowance	523	6276
	Total Gross Pay	26136	313632
B	Variable Pay		
5	Performance Linked Variable Pay (PLVP)**	1	2800
	A+B	26136	316432
C	Benefits		
6	Insurance (GMC, GPA, GTL)	402	4824
7	Gratuity	429	5148
8	Company's Contribution to PF	1800	21600
	Total Benefits	3631	43572
D	Total CTC(A+B+C=D)	29767	360000

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 on the basis of your individual performance. It is prorated to the duration spent with Highradius Tech for a calendar year.

Optional Benefits:

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

Note: All the above mentioned are subject to change based on the statutory regulations of the country on the discretion of the management.

HighRadius Technologies Pvt. Ltd.

Sanitising Office-1, 5th Floor, Block-3, DLF Cyber City, Plot No. 129 to 132, Gachibowli, Hyderabad, Telangana-500075

www.highradius.com

Highly Confidential

Devanath Mayakuntla

3/2020