

OFFER LETTER

Ms. Mounika Vavilthota,
Hyderabad

Date: 28th Dec 2020

Sub: Placement Offer

Dear Mounika

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" 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		
1	Basic	26136	313632
2	House Rent Allowance	13068	156816
3	Leave Travel Allowance	5227	62724
4	Special Allowance	1307	15684
	Special Allowance	6534	78408
	Total Gross Pay	26136	313632
B	Variable Pay		
5	Performance Linked Variable Pay (PLVP)*	0	25000
	A+B	26136	338632
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.

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

HighRadius Technologies Pvt. Ltd.
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