



**OFFER LETTER**

Date: 24<sup>th</sup> Mar 2021

Mr. Venkata Subrahmanyam Palakurti,  
Hyderabad

Sub: Placement Offer

Dear Venkata Subrahmanyam

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- Development" 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.)
<b>A</b>	<b>Gross Salary</b>	26136	313632
1	Basic	13068	156816
2	House Rent Allowance	5227	62724
3	Leave Travel Allowance	1307	15684
4	Special Allowance	6534	78408
	<b>Total Gross Pay</b>	<b>26136</b>	<b>313632</b>
<b>B</b>	<b>Variable Pay</b>	0	25000
5	Performance Linked Variable Pay (PLVP)*	26736	320832
	<b>A+B</b>		
<b>C</b>	<b>Benefits</b>	602	7229
6	Insurance (GMC,GPA,GTL)	629	7548
7	Gratuity	1800	21600
8	Company's Contribution to PF	3031	36372
	<b>Total Benefits</b>	<b>29157</b>	<b>375000</b>
<b>D</b>	<b>Total CTC(A+B+C=D)</b>		

**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:**

- 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 and on the discretion of the management.**

HighRadius Technologies Pvt. Ltd.

City, Plot No.129 to 132, Gachibowli, Hyderabad, Telangana-500019  
[www.highradius.com](http://www.highradius.com)

Highly Confidential

DocuSigned by:  
Venkata Subrahmanyam Palakurti