

OFFER LETTER

To,
Mr. Dharmendra Vaishnav
Bangalore

Date: 05.12.2022

Dear Mr. Biswajeet Sahoo


It gives us immense pleasure in inviting you to join PHYTEC Embedded Pvt Ltd as one of our valuable associate. We strongly believe that organizations grow and flourish by the passion, commitment, and enthusiasm of its associates willing to invest into its future. We understand all our employees are truly our partner's associates in our journey towards empowering smart utilities. We are happy that you are one such associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered for **Embedded Engineer** position. Your direct reporting will be to **Mr. Rakesh Kumar**, you are assigned to and will be initially based at Bangalore; however your work location may be changed to any of our other development facilities or our client locations. You will be required to travel across India and overseas as and when required. Your job responsibilities and reporting structure would be explained during your induction and they are subject to change as per the management decisions from time to time. Your appointment is subject to following terms and conditions:

1. Your position would carry a gross compensation (total annual CTC) INR **4,87,300.00 (Rupees Four Lakhs Eighty Seven Thousand Three Hundred Only)**, effective from the date of appointment. Details of your salary structure (**Annexure-1**) is enclosed along with this letter.
2. You shall be Probation for a period of Six Months from the date of joining for Duty.
The duration of probation can be extended subject to your performance which is at the discretion of Management. Your service shall be confirmed in writing to that effect, in the appropriate position satisfactory completion of probation, failing which you will be deemed to be on probation.
3. Your association and employment will be governed by the various HR policies and guidelines of the organization. This employment can be discontinued by either party giving three months written notice as default and six to nine months after onsite assignment or decision taken by management. However, the notice period of three months not applicable in case of the management not realizing desired results during your association or there is a resource depends for any project executing, which may attribute to reasons including performance compliance.
4. Notwithstanding the provisions of Para(4) above PHYTEC reserves the rights to terminate your service without any notice or compensation as a part of disciplinary action in situations including, but not limited to, violation of 'Code of Conduct', Criminal prosecution by law

PHYTEC Embedded Pvt. Ltd.

No. 1688, 25th Cross, 27th Main, Sector - 2, opp. Kotak Mahindra Bank, HSR Layout, Bengaluru - 560102

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CIN: U72900KA2012PTC058476

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Annexure – 1

Employee Name	Dharmendra Vaishnav
Group	Engineering Group
Designation	Embedded Engineer

Particulars	PM	PA
Basic	11,800.00	129600.00
HRA	4,720.00	51840.00
Conveyance	1,200.00	19200.00
Medical Allowance	1,500.00	15000.00
Other Allowance	7780.00	84360.00
Project Allowances	10000.00	120000.00
Sub Table -A	37,000.00	4,40,000.00
Other Employer Cost :		
PF Employer Contribution	1,800.00	21,600.00
Gratuity		10,000.00
Health Insurance		6,700.00
LTA		5,000.00
Sub Table -B		43,300.00
Cost to Company CTC (A+B)		4,87,300.00

Terms:

1. Income Tax deduction will be borne by an employee as per Income Tax Act.
2. Project Allowances would be paid in accordance with project billing & performance.
3. Gratuity as per company policy.

Sincerely Yours,
For PHYTEC Embedded Pvt Ltd

Baipalli Vallab Rao
Managing Director

