

Capco Technologies Private Limited
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India

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capco.com

Akshata Basavaraj Jamakhandi

28-Dec-20

Offer of Employment

Dear Akshata,

1. I am pleased to offer you the position of **Associate** with Capco Technologies Private Limited (hereinafter referred to as "Capco" or the "Company"), an Indian private limited, incorporated under Companies Act, 1956. Your joining date with Capco will be **06-Jan-21**. This offer is made subject to a satisfactory reference check prior to your joining us. The terms and conditions of your employment with Capco are set forth below in this letter which you will be required to sign prior to your employment with Capco (the "**Employment Agreement**").
2. Your place of work will be **Bangalore**. Capco reserves the right to transfer you to any place or its subsidiary or associate company. During such transfer (if any), you shall abide by the rules and regulations pertaining to that location.
3. You shall receive a total compensation package of **Rs 450000/- (Four Lakhs and Fifty Thousand Rupees Only)**. The breakdown of compensation and benefits applicable to you is as per Section A below. Your salary structure will include basic pay, house rent allowance, flexible benefits package, variable pay and retirement benefits as detailed in Section B below your signature to this Employment Agreement.
4. **Discretionary Bonus:** You are eligible to participate in Capco's discretionary performance bonus program ("**Bonus Program**"). Any bonus payment made to you under the Bonus Program shall be at the absolute discretion of the Company and shall not form part of your contractual remuneration under this Agreement.

The Company takes a wide range of factors into consideration in deciding whether to pay you any discretionary bonus under the Bonus Program, including but not limited to the financial results of the Company, your performance, the bonuses awarded to other employees, or your previous bonuses.

Any bonus awarded to you under the Bonus Program shall be deemed to be awarded on condition that you have not given notice on the day before such bonus is payable.

Capco Technologies Private Limited

Registered office: SJR - I Park, Ground Floor, Tower 2 - Block PHI, Whitefield, Karnataka-KA, Bangalore - 560 066, India
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