

Re: Offer of Employment with Jumbotail Technologies Private Limited.

Dear Pratik,

On behalf of Jumbotail, I am pleased to offer you the position of **Executive - Global Command Center**, subject to the terms and conditions set forth below. Your start date shall be no later than **2nd June 2022**. You will receive an annual base salary of **Rs 3,30,000 (Rupees Three Lakh Thirty Thousand Only)**, which will be paid monthly. You are eligible for a Performance Linked Bonus plan. Your target Performance Linked Bonus is 10% of your base salary, paid annually. The actual bonus amount could be larger or smaller than your target specified, based on your performance, as assessed during the annual performance review cycle. Whether a bonus will be awarded in a particular bonus period, and in what amount, is within Jumbotail's sole discretion. Both your base salary and the components of your bonus are subject to periodic review. The detailed breakup of your compensation is attached in Annexure I.

As a regular full-time employee you will be eligible for various benefits offered to similarly-situated Jumbotail employees in accordance with the terms of Jumbotail's policies and benefit plans. Among other things, these benefits currently include medical insurance, and provident fund plans. The eligibility requirements and other information regarding these benefits are set forth in more detailed documents that are available from Jumbotail. Jumbotail may, from time to time in its sole discretion, modify or eliminate its policies and the benefits offered to employees.

Compensation or benefits paid to you shall be subject to all applicable taxes, and the Company may withhold from any amounts payable under this Agreement such taxes as shall be required to be withheld pursuant to any applicable law or regulation. We encourage you to consult a tax professional for information regarding all current tax reporting requirements related to the compensation and benefits discussed above.

You are being offered employment at Jumbotail based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of Jumbotail, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of Jumbotail and its clients. You acknowledge and agree that any intellectual property arising out of or in connection with your employment at Jumbotail, shall be the proprietary property of the Company and all right, title, and interest in the intellectual property arising out of or in connection with your employment at Jumbotail shall vest in the Company.

You will not, directly or indirectly, jointly or severally, or together with any other person, without the prior written consent of the Company:

Jumbotail Technologies Pvt. Ltd.

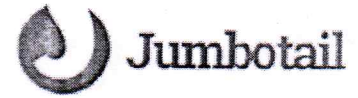
CIN: U72200KA2015PTC083865

Registered Office: Eastland Citadel, 6th Floor,

No.102, Hosur Road, Madiwala Check post,

Bangalore 560 029, Karnataka

Email: mission@jumbotail.com | Tel: +919902931533 | Website: www.jumbotail.com


Annexure I : Detailed Breakup of Compensation & Benefits: Pratik Patil

Conveyance Allowance	INR per annum
Basic Pay	₹1,48,500.00
House Rent Allowance	₹59,400.00
Conveyance Allowance	₹19,200.00
Medical Allowance	₹15,000.00
Special Allowance	₹87,900.00
Total Base Pay (Fixed Cash)	₹3,30,000.00
Variable Pay	
Performance Linked Bonus (Target 10% of Base Pay)	₹33,000.00
Total Variable Pay	₹33,000.00
Grand Total	₹3,63,000.00

Other Benefits & Perquisites:

- Medical insurance, and mobile expenses reimbursement as per company policies applicable from time to time for similarly situated employees.
- Employer contribution of PF (capped at 12% of max basic salary ₹15000/pm or employee contribution, whichever is minimum)

Terms & Conditions:-

- Target Performance Linked Bonus is 10% of base salary, paid annually.
- The actual bonus amount could be larger or smaller than your target specified, based on employee performance, as assessed during the annual performance review cycle.
- Whether a bonus will be awarded in a particular bonus period, and in what amount, is within Jumbotail's sole discretion.
- Both base salary and the components of your bonus are subject to periodic review.
- All the above benefits & perquisites are subject to the detailed rules and regulations of the Company, as may be applicable from time to time.
- Any tax liability arising out of these allowances / perquisites / reimbursements, will be to the employees own account.
- The above remuneration package shall be applicable till further notification.

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