

April 12, 2022

Abhishek

Bengaluru

Dear Abhishek Nagendra Gudasi ,

Further to your application for employment with us and the subsequent selection process, we are pleased to offer the employment with Starmark Software Pvt Ltd.

Your initial posting will be at our Bangalore office. The date of your joining would be **April 13, 2022**.

<b>Position:</b>	Your designation at Starmark will be <b>"Trainee - Interface Analyst "</b> . While you are employed by this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.
<b>Compensation:</b>	Your annual compensation inclusive of allowances and other benefits will be <b>Rs. 4,04,544 /-</b> per annum, payable in accordance with the Company's standard payroll scheduled. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever. Details of compensation summary is explained <b>Annexure A</b> of this offer letter.
<b>Working Hours:</b>	This is a Full-time position requiring 9 hours per day (including breaks). Working hours will be based on the team's requirement on all the weekdays (Monday-Friday).
<b>Probation:</b>	You will be on probation for a period of <b>6 months</b> from the date of joining the Company. Starmark can extend this period at its sole discretion.
<b>Place of Employment:</b>	Though you have been engaged for a specific position, Starmark reserves the right to send you on training / deputation / transfer / assignments to associate companies, client's locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.
<b>Salary Reviews:</b>	Salary reviews and re-fitments will always be subjected to the schedules as may be implemented by the Company from time to time. Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.
<b>Company Policies:</b>	You will be governed by the Company's policies (as available on the Company intranet or updates shared from time to time), rules and regulations and practices as enforced from time to time on matters whether specified herein or not, including on matters such as designation, emoluments and the structure thereof, notice period, leave, working hours, etc. The Company's decisions on all such matters shall be final and binding on you.

**Starmark Software Private Limited**

16/1, "Wings", Cambridge Road, Halasuru, Bengaluru – 560 008

Tel: 080 6886 6100 / 101 / 102 | [www.starmarksv.com](http://www.starmarksv.com)

We take pleasure in welcoming you to **Starmark Software Pvt. Ltd.** and sincerely hope that your association with us will be long, pleasant and of mutual benefit.

## Annexure A

Particulars	Compensation Per Month Rs.	Compensation Per Annum Rs.
Basic	21050	252600
HRA	8420	101040
Meal Card (Happay)	0	0
Leave Travel Allowance (LTA)	0	0
Special Allowance	530	6360
<b>Gross Salary (Rs.) - 1.</b>	<b>30,000</b>	<b>3,60,000</b>
<b>Company's Contribution to</b>		
Provident Fund	1800	21600
ESI Employer Contribution	0	0
Medical Insurance	900	10800
Gratuity	1012	12144
<b>Company's Contribution/ Variables (Rs.) - 2</b>	<b>3,712</b>	<b>44,544</b>
<b>Total Monthly CTC (Rs.) - 1+ 2</b>	<b>33,712</b>	<b>4,04,544</b>

For Starmark Software Pvt Ltd,



**Santhosh Kumar R.**  
General Manager – Human Resources

## Employee Acceptance

I, **Abhishek Nagendra Gudasi** hereby accept the above-mentioned offer of employment on the terms and conditions as specified.

Date:

Signature of the Employee

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