

16<sup>th</sup> March, 2022

Mr. Mallikarjun Goturemath,  
Veerabhadrayya P Goture Near Laxmi Temple,  
Mugali Chikkodi - 591226 Belgaum Karnataka.

Dear Mallikarjun,

We refer to your application for employment and the subsequent discussions we had with you and are pleased to appoint and position you in **Grade 5 as Junior Software Developer in eMudhra Limited effective from 16<sup>th</sup> March, 2022.**

- 1) Your Basic Salary will be Rs 10,000 / - p.m.
- a) You will be eligible for HRA (House Rent Allowance), Conveyance Allowance, Transport Allowance, Training Fee, Medical reimbursement and Leave Travel Allowance as detailed in the enclosed Compensation Work Sheet.
- 2) You will also be eligible for the following:
  - a. **Company's contribution to Provident Fund:** You will be eligible to Provident Fund as per the rules of the PF Act. Your minimum contribution to PF will be 12% of the minimum amount stipulated as per PF Act.
  - b. **Gratuity:** 15 days basic salary for every completed year of service, on completion of 5 years' service (payable as per the Payment of Gratuity Act).
- 3) **Career Growth and Increments:**  
You would be eligible for promotions and increments based solely on your performance and contributions to eMudhra Ltd. Salary increments are normally given annually.
- 4) **Probation and Confirmation:**  
You will be on probation for initial 3 months from the date of joining the employment. On completion of the probation period your services shall deemed to be confirmed unless your services are terminated by the Company. During the probation either party may terminate by giving other party 7 days notice in advance.
- 5) **Notice Period:**  
During the period of your employment, either party may terminate this agreement for any reason or no reason by giving the other party Three (3) months' notice in writing. The Company may terminate your services with immediate effect by paying One (1) month basic salary in lieu of notice, even without assigning any reason thereof. Waiver of notice period is at the sole discretion of the Company. In the event of your resignation from your employment with the Company, you are eligible to be issued with a Certificate of Relieving subject to your having served your notice period and obtaining your Final Settlement Form in order.
- 6) **Location of Posting and Transferability:**  
Your location of posting would be in Bangalore. However, your services could be transferred to any of its locations /departments /offices anywhere in India and abroad. In such cases you will be governed by the

In token of your acceptance of this letter, please append your signature.

We take pleasure in welcoming you to eMudhra Ltd. family and wish you a rewarding career over the years to come.

**Compensation Worksheet**

<b>Name</b>	<b>Mallikarjun Goturemath</b>
<b>Grade</b>	<b>5</b>
<b>Designation</b>	<b>Junior Software Developer</b>

<b>Earnings</b>	<b>Monthly</b>	<b>Annual</b>
Basic	10,000	1,20,000
HRA	5,000	60,000
Transport allowance	2,934	35,208
Conveyance allowance	1,600	19,200
<b>Sub Total A</b>	<b>19,534</b>	<b>2,34,408</b>
<b>Reimbursements</b>		
Medical	1,250	15,000
LTA	833	10,000
Training Fee	417	5,000
<b>Sub Total B</b>	<b>2,500</b>	<b>30,000</b>
<b>Benefits</b>		
Provident Fund		21,600
Hospitalisation Premium		9,992
Gratuity		4,000
<b>Sub Total C</b>		<b>35,592</b>
<b>Gross Salary (A+B+C)</b>	<b>22,034</b>	<b>3,00,000</b>
<b>Bonus</b>	<b>2,500</b>	<b>30,000</b>
<b>Total Compensation</b>	<b>24,534</b>	<b>3,30,000</b>

Yours sincerely  
For eMudhra Limited

Accepted

Venu Madhava  
Head – HR

Mallikarjun Goturemath