



Aptean India Pvt. Ltd.

Golden Heights, 8th Floor (Level 5), no. ½ 59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560010, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

September 17, 2021

Mr. Pydi Akhil,

**H NO:106, Neelapuram Colony, Kasibugga Palasa Town,
Srikakulam -532222, Andra Pradesh, India**

Subject: Letter of Offer

Dear Pydi Akhil,

It has been our pleasure interacting with you during the interview process and we thank you for the interest you have evinced in Aptean.

We are pleased to offer you the position of **Associate Engineer, QA** with Aptean. While we take into account your interview comments, previous accomplishments and experience, the best possible offer we could provide would be **₹500,000.00/Annually** and other benefits as given below: A detailed employment letter shall be issued to you on the date of joining.

A - Compensation Structure

Position : Associate Engineer, QA

Date of Joining : September 20, 2021

B - Incentive Compensation: You will be eligible to participate in APTEAN's annual incentive plan with an incentive compensation target of 8% of your base salary (₹500,000.00) at the 100% plan achievement, prorated for 2021. Details of this compensation plan will be communicated to you by your hiring manager. The Company reserves the right to review, alter, or amend the Plan at any time.

Note: Employees hired on or after October 1 of a Plan Year will not be eligible to participate in that year's Plan.

		Frequency of Payment	Annual Amount (INR)
1	Basic Salary	Monthly	250000
2	House Rent Allowance	Monthly	125000
3	Education Allowance	Monthly	2400
4	Statutory Bonus	Monthly	23712
5	Special Allowance	Monthly	48063
6	Leave Travel Allowance	Monthly	20825
7	Provident Fund -company contribution	Monthly	30000
Total Fixed Component			500000

In addition to the above, you will also be eligible for gratuity and insurance benefit, details are mentioned as below:

Employee Benefits	Coverage	Limit
Group Mediclaim- Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium paid by the company. Employee, spouse and children are covered 100% where as parents are covered 80% or up to 2.5L	INR 500,000/-
Group Personal Accident Insurance - Reimbursement of hospitalization expenses in case of accidents	Covers the employee only	3 times Annual fixed CTC
Term Life Insurance cover	Employee is covered under the Group Term Life Insurance. This coverage is for employee only	3 times Annual fixed CTC.
Gratuity	As per Gratuity Act	As per Gratuity Act

*The dependent family for the purpose of Income Tax is defined as spouse, children & dependent parents. You would declare your dependents at the time of your joining as part of the joining formalities.

We have arrived at a decision of fitment after a careful and fair scrutiny of your performance as against our internal parity and company standards.

This offer is subject to and contingent upon you signing & agreeing to the terms & conditions called out in the Training Agreement, which includes the training costs incurred, & returnable to company, if you resign from the company within 24 months period from joining date. Training costs with the detailed terms & conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your joining.

This offer will be null and void if we do not receive a response from you no later than September 18, 2021. Look forward to working with you.

Pydi Akhil

Sincerely,



Nicholas Bacon
CHRO

Ready for **What's Next, Now™**

