

01st March 2022

To,

Mr. Rajesh K
Email ID: rajithiyashree@gmail.com
Mobile: 9080250425

Subject: Offer Letter

We are pleased to welcome you at the position of "**Junior Testing Engineer**" with Mocero Health Solutions Pvt. Ltd., an organization incubated at the IITM's HTIC Med Tech Incubator.

Your place of work will normally be in No 07, 6th Floor, Phase 2, Building B, IIT Madras Research Park, Tharamani - 600113, but if the exigencies in company's work so require, you may be posted at different location(s) where we operate.

Compensation

Your "Annual Compensation" inclusive of all benefits will be Rs. **2,04,000/-** (Two Lakh Four Thousand Rupees) will be applicable from the date of joining and will be subject to a deduction of tax at source in accordance with the prevailing laws. This compensation will be applicable from your salary is personal and confidential information. You should discuss it only with your Manager or with your Business HR Manager.

| Particulars | Monthly | Annual | Remarks |
|---------------------------------------|---------------|-----------------|--|
| Basic Salary | 4000 | 48000 | |
| House Rent Allowance | 5000 | 36000 | |
| Flexible Benefits | 8000 | 120000 | |
| Gross Salary Before Deductions | 17,000 | 2,04,000 | |
| Provident Fund | 960 | 11520 | For EPF, both the employee and the employer contribute an equal amount of 12% of the monthly basic salary of the employee. |
| Net Salary – Take Home | 16,040 | 2,40,480 | |

Leave

The Company leave benefits include:

- a. Privilege leave of 15 days per year of service
- b. Casual/Sick leave of 9 days per annum
- c. Ten National & Festival holidays every calendar year. A list of these would be announced every year
- d. Maternity leave of 12 weeks and Paternity leave of five days

What we expect from you

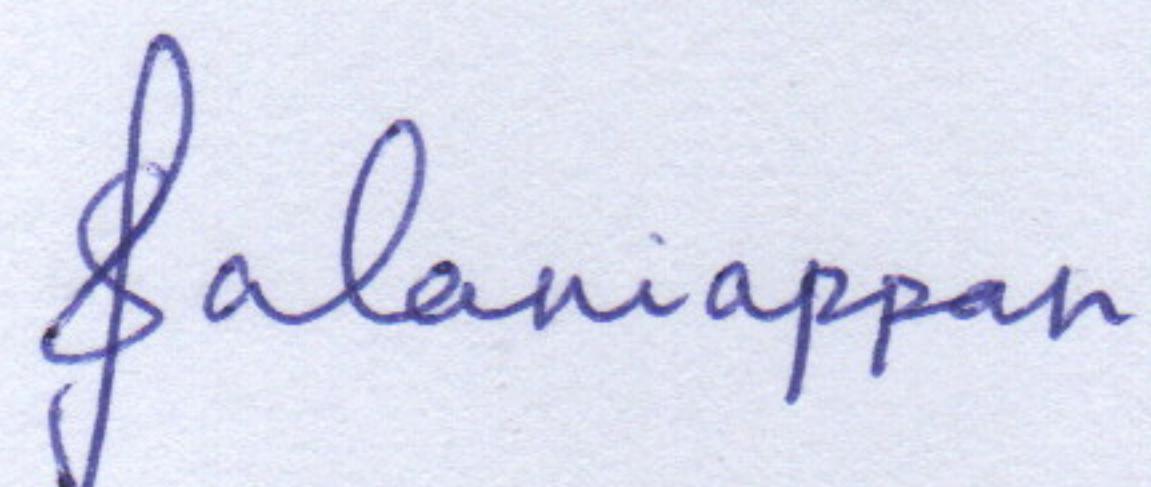
- a. You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind always the Company's progress. You will not engage in or do any other business or render any professional service either on full time or part time basis.
- b. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.
- c. As part of your duties you may be required to travel outside of the Company's premises. Pursuant to any business requirement, Company may also transfer or depute you to any other office or location of the Company or to the work site or office of the Company's customer within or outside of India or as part a business arrangement or, a sale of assets, merger, takeover, acquisition, or hive-off, the transfer you onto the rolls of another entity and you shall accept such transfer or deputation without demur.

Termination

We hope your association with us will be a very long one. However, either party may terminate this association by giving 30 days' notice or on payment of salary in lieu of the same. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

We also hope that our association will be a long, fruitful and mutually satisfactory one. Once again, a very warm welcome to you.

Yours sincerely,



N Palaniappan

Co-Founder & CEO



Acceptance of Offer by Employee

I accept this offer of employment on the Terms and Conditions set out above.

Employee Signature: _____

Date: _____