



EVERY India Pvt. Ltd.

A Tietoevry Company

CIN: U72200KA2006PTC038899

December 28, 2022

Private and Confidential

Mantesh H Dollin
ALVAS, Mangalore

Dear Mantesh,

Sub: Offer of Employment

Further to our discussions, we are pleased to offer you the position with EVERY India Pvt. Ltd.

Position & Joining:

You shall be appointed as **Trainee Engineer (JL14) with EVERY India Pvt. Ltd.** You are expected to join on or before **August 01, 2023**, and report to the office at 10.00 a.m. to complete your joining formalities. In the event of you not joining us on or before the said date or not relocating to Bangalore as agreed, this offer will automatically stand withdrawn.

Your job title and compensation have been discussed with you and we have mutually agreed upon the same.

You will be employed at **EVERY India Pvt. Ltd., Bangalore**, or such other place of business of the Company or its subsidiaries and associates whether in or outside India as the Company may from time to time determine.

Compensation:

Your Cost to Company is **Rs. 4,95,422/- (Four Lakhs Ninety Five Thousand Four Hundred and Twenty Two Only)** per annum. The breakup is as follows:

Fixed Salary	4,75,008
Gratuity	8,664
Cost to Company (CTC)	4,83,672
Health Insurance Premium	11,750
Gross Compensation	4,95,422

Note: Gratuity, Health Insurance, and other benefits will be an addition to the fixed salary. The gratuity amount mentioned above is the indicative and actual payment will depend on the conditions defined in the gratuity law at the time of payment.

Probation:

You acknowledge that any disruption of employment will cause serious losses to the business of the Company. In the premises aforesaid, you agree and undertake to abide by the following: During the first 2 years from the date of joining (**i.e., August 01, 2023**), you may resign from the services of the Company by giving not less than 6 months' prior written notice or salary in lieu thereof. After the completion of the first 2 years from the date of joining (**i.e., August 01, 2023**), you may resign from the services of the Company by giving not less than 3 months prior written notice or salary in lieu thereof. Non-fulfillment of the above notice period shall be considered a material breach of the Agreement and the Company shall be entitled to take all measures to enforce its rights at law and in equity.

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ISO 9001:2015 | ISO/IEC 27001:2013
CMMI DEV ML5 | CMMI SVC ML5