

BlogVault Private Limited

BlogVault Pvt. Ltd.
743 Shri Krishna Temple Road
Indiranagar, Bengaluru
Karnataka 560008

Subject - Offer Letter

Dear Nitish Vaishnav

On the basis of your interview conducted, we are pleased to extend you an offer of employment as a **"Software Engineer"** with BlogVault Pvt. Ltd (BlogVault), starting **01st July 2023**. We truly enjoyed meeting you and we welcome you to be part of our winning team. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

1. Your employment will be governed by the BlogVault Employment Agreement.
2. You will be on a probationary review during the first three (3) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.
3. **Compensation** — Your total compensation as Cost to Company (CTC) would be INR 23,00,000/-
 1. **Fixed Component** - INR 10,00,000/-
 2. **Fixed Annual Bonus - First Year** - INR 1,00,000/-
 3. **Fixed Annual Bonus - Second Year** - INR 4,00,000/-
 4. **Fixed Annual Bonus - Third Year** - INR 7,00,000/-
 5. **Other Benefits (annually)** - INR 1,00,000/-
4. Our performance year is from 1st April to 31st March (As detailed in Annexure I). Based on your performance, your salary will be reviewed annually and adjusted in April each year.
5. This Offer is subject to you providing us with full and correct information in the documents (As detailed in Annexure-II) to be shared 2 weeks prior to your Date of Joining and successful background verification

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The Terms of your employment are subject to the following pre-conditions (If Applicable):

- You must obtain a clear discharge from your current employer
- You must provide 2 satisfactory references, one being from your current employer
- The offer of this employment will be termed null and void if there is any misrepresentation of facts noted on the employment verification form
- Please note that in case of voluntary or involuntary separation of any reason at any time before completion of one year from your start date, the full amount of any relocation assistance, notice period buyout, or joining bonus (if any), will be recovered as a part of your Full & Final Settlement.
- Please return the acceptance copy duly signed as an acknowledgement of your acceptance of this offer of employment within the next two working days. Do mention your date of joining, which should be no later than **01st July 2023**

The Terms and conditions of your employment will be governed by the detailed Appointment Letter given Annexure-II) at the time of joining.

This Offer is subject to successful background verification.

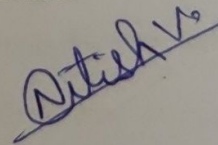
Please keep the terms of the above offer and the remuneration details confidential. We reserve our right to withdraw the offer in case we learn about the breach of confidentiality on this count. Looking forward to an enduring relationship.

Yours Sincerely,

Akshat Choudhary,
Director
For BlogVault Pvt. Ltd.

I understand and accept this offer.

Signature:



Name: Nitish Vaishnav

BlogVault Private Limited

Annexure - I

Name **Mr. Nitish Vaishnav**
Designation **Software Engineer**
CTC/ ANNUM **12,00,000 INR**

Salary Structure (2023-2024)	Per Annum	Per Month
	INR	INR
Basic	500004	41667
HRA	250002	20833.5
Special Allowance	128401.2	10700.1
Employer PF Contribution	21600	1800
LTA	100000.8	8333.4
Fixed Annual Incentive	100000	0
Gross Earnings (A)	1100008	83334
Other Annual Benefits		
Medical Insurance	29992	
Extra Benefits	70000	
CTC (B)	1200000	
Deductions (C)		
Professional Tax	2400	200
Employee PF Contri	21600	1800
Employer PF Contri	21600	1800
TDS (Based on Investments)		
Net Pay (In Hand Salary) (A - C)	1054408	79534

Second Year Incentive	INR 4,00,000
Third Year Incentive	INR 7,00,000
Increment Per Year	Performance Based

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Annexure - 2

Documents Required

- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill)
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available)
- Education Documents (Certificate and Mark Sheet)
 - SSC / HSC
 - Graduation / Post-Graduation Degree / Diploma
 - Professional Degree / Diploma
- Relieving Letter / Stamped Resignation Acceptance Mail from last two (2) Employers, applicable for the candidate with prior experience.
- Proof of your last drawn Salary with details (Last 3 months' Salary Slip / Salary Annexure from the previous employer / Bank Statement as proof of salary credit / Affidavit for Salary Declaration)
- Two (2) passport size colored photographs

Yours Sincerely,

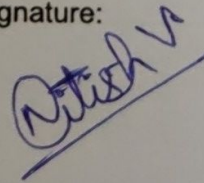
Akshat Choudhary,

Director

For BlogVault Pvt. Ltd.

I understand and accept this offer.

Signature:



Name: Nitish Vaishnav

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Subject: Acceptance of Offer

Dear Sir/Madam,

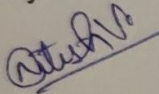
I accept the offer extended to me of BLOGVAULT at a CTC of INR 2300000 to be based out of your Bangalore Office.

I assure you I will submit all documents and comply with all formalities as necessary upon joining and thereafter.

Thanking you

Yours sincerely

Signature :



Name : NITISH VAISHNAV

(Kindly mention your name, as you would like it to reflect in our records)

Date of Joining: 1st July, 2023