

Letter of Offer

Date: January 17, 2023

To,

Mr Rishabh Bindal

LNMIIT, Jaipur

We are pleased to offer you the position of **Software Development Engineer - I** at Kubetron Technologies Pvt Ltd. commencing on **June 19, 2023**. The place of posting will be **Delhi/ NCR**.

As indicated to you during the campus selection process, this offer is conditioned upon the following:

1. On the successful completion of the Internship with us; the internship will start on **January 23, 2023**, at **Delhi/NCR**. During your internship period, you will be provided with a monthly stipend of **Rs. 20,000**.
2. Submission of documents on joining:
 - a. Pan Card copy
 - b. Adhar Card Copy
 - c. Educational documents: Marksheet or Pass Certificate
 - d. 1 passport-size photograph

On the successful completion of your internship with us, you will be appointed as a full-time employee and will be entitled to receive the full range of company benefits.

The Annual Cost to the Company then will be revised to **Rs. 10 Lakhs (Ten Lakhs Only) per annum**). Salary breakup is provided in **Annexure A**.

This offer is made on the understanding that the information given by you in your application is correct, true, and complete. If it is found at any time that the information provided by you in the application is not correct/ not true or any information has been deliberately suppressed and/or your inability to join and take up the employment by June 19, 2023, this offer automatically stands withdrawn without any further notice to you.



KUBETRON TECHNOLOGIES PRIVATE LIMITED

(A subsidiary of Devtron Inc.)

Regd. Office:-2nd floor,401/39, Nehru Place, Delhi, New Delhi, 110019

CIN: U72200DL2021PTC382599

Kindly return a signed copy of this Offer Letter. A letter of Appointment would be given to you upon the complete submission of your credentials. Should you have any questions regarding the above, please do not hesitate to connect with us.

For Kubetron Technologies Pvt Ltd.

Shrishty Jha

I acknowledge that I have read, and do hereby accept the terms and conditions contained in this.

Employee's Signature

Annexure A

Name	Rishabh Bindal	
Department	IT - Engineering	
Date of Joining	19-Jun-2023	
Designation	Software Development Engineer - I	
Fixed Salary Components	INR (PM)	INR (PA)
Basic Salary	36,600	439,200
HRA	18,300	219,600
*LTA (Leave Travel Allowance)	5,856	70,272
*Telephone & Internet Reimbursement	1,500	18,000
*Food/ Meal Allowance	2,200	26,400
*Wellness Allowance	2,928	35,136
*Gadget Allowance	2,196	26,352
Special Allowance	3,620	43,440
Gross Cost to Company	73,200	878,400
Retirals:	INR (PM)	INR (PA)
Employer's EPF (Provident Fund)	1,800	21,600
Total Retirals	1,800	21,600
Fixed Cost to Company (Gross CTC + Retirals)	75,000	900,000
Variable Performance Bonus		100,000
Total CTC (FCTC + VPB)		1,000,000

Note:-

- Your monthly EPF wage is considered as a maximum of Rs.15000/- for due remittance purpose.
- Additional Benefits for full-time employee: Group Health Insurance of sum assured INR 700,000 for Self, Spouse, and 2 children.
- *These are the tax-saving components, please connect with the People Success department for more details.
- Variable Performance Bonus is payable bi-annually. For more details, refer to the Bonus Policy.

For Kubetron Technologies Pvt Ltd*Shrishty Jha***Sr. HRBP****Employee's Signature:**