

## APPOINTMENT LETTER

Dear **Mr Dhruv Tripathi**,

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as **Software Engineer** in Engineering department at BNG. Your employee code: **BNG532**. You are entitled to a compensation package of **Rs. 8,00,000/- per annum**. (This is subject to tax & PF deductions)

### Break up of CTC :

1. Fixed Annual Component: - **INR 7,00,000/-** per annum
2. Retention Bonus/Performance Pay: - **INR 1,00,000/-** Clause under mentioned

### **1. Appointment and Reporting**

- 1.1 This offer of appointment is purely provisional subject to your joining on **01 Jul 2023** and it shall stand forthwith withdrawn in the event of following:
  - i. If any information provided by you is found to be incorrect or misrepresented or concealment of any important information
  - ii. If any documents furnished by you for employment is found false / fabricated
  - iii. Adverse report of your background verification
- 1.2 You will be reporting to **Mr Amit Chauhan** which can subsequently be changed at the sole discretion of the company.

### **2. Emoluments and Taxes**

- 2.1 Your remuneration will be as per the details provided in annexure 'A' annexed hereto.
- 2.2 You shall be solely responsible for paying your taxes, direct or indirect, state or local. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.
- 2.3 All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee in the company.

### **3. Probation and Retention Bonus/Performance Pay**

- 3.1 Your six months internship period is considered as probation period hence your employment is directed as full-time employment from 01 Jul 2023.
- 3.2 In the Event of Retention Bonus/Performance pay if the employee's employment continues for 1 year post internship shall be entitled of retention bonus amount of **1,00,000** payable as per company regulations. In case the employee leave the employment or being terminated on any clause in such case retention bonus is not

#### **Chennai:**

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#### **Gurugram:**

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Plot No 242-243,  
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Vihar Gurugram Haryana-122015

eligible. After paying out entire Retention Bonus and same will be treated as Performance Linked Pay which will be payable on Quarterly basis in subsequent years.

#### **4. TERMINATION:**

- 4.1 During the probation period, your services may be terminated by the Management by giving 30 days' notice thereof without assigning any reasons. Similarly, you can leave the services of the company by giving 30 days' notice in writing. After your confirmation, the Management may terminate your employment, by giving one month's written notice or basic salary in lieu thereof without assigning any reasons. Similarly, you can leave the services of the Company with three months' notice in writing or basic salary in lieu thereof after your confirmation.
- 4.2 Your employment shall stand terminated forthwith without any notice in the event of the following:
- 4.2.1 if you do not join within the stipulated date, unless extended in writing.
- 4.2.2 if you are held guilty of any offence involving moral turpitude or any breach of the code of conduct of the Company.
- 4.2.3 Upon termination of your employment, you (or your legal heirs as the case may be) will complete the exit formalities and shall immediately return to the Company, any and all documents, manuals, documented confidential information (without making any copies thereof and/ or extracts there from), kits and other property belonging to the Company that may be entrusted to and/ or placed in your possession by virtue of and/ or during the course of your employment with the Company.

#### **5. DUTIES AND OTHER ACTIVITIES**

- 5.1 You shall in all respects carry out and use your best endeavours in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment.
- 5.2 You shall not take any other work for remuneration (Part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment of the Company without written prior permission of the management.
- 5.3 You are not allowed to undertake other activities, except with the prior written consent of the Company, whether or not you receive financial compensation for these activities.
- 5.4 You must not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom the Company may be having official dealings.

#### **6. PLACE OF WORK**

- 6.1 You shall be required to work at any premises in India/overseas at any place of business, which the Company currently has or may later acquire. The Company may, after giving you a reasonable notice, transfer you to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India.

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6.2 The Company reserves the right to change or transfer/ depute /assign/re-employ you to carry out any work or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom it may make any such arrangement or agreement.

6.3 You will be required to travel in order to discharge your services under this Contract of Employment. All reasonable and necessary professional expenses for travel and lodging, incurred by you in furthering of Company's business, will be reimbursed to you in accordance with the standard policies of the Company, as in effect from time to time, upon presentation of appropriate and adequate documentary evidence, acceptable to the Company.

## 7. CONFIDENTIALITY:

7.1 You shall maintain highest degree of secrecy and keep as confidential the records, documents, customer lists, business plans and any such other information relating to the business of the Company as may be known to you by any means in the course of the employment with the Company.

7.2 Due to the exclusive nature of our products and services, you are expected to maintain the highest level of confidentiality and not to disclose any Company information.

7.3 The Company has the right to take any action and /or other proceedings whatsoever, civil or criminal against you under or by virtue of this Contract of Employment Agreement if the Company has reason to believe or on receipt of any complaint that you have not maintained the confidentiality as per the requirements of above clauses.

7.4 Further your salary details are confidential, failure to do so will invite disciplinary action and may even result in termination of your services.

Your signing this appointment letter confirms your acceptance of the terms and conditions and you are joining BNG on the given date.

Sincerely,



### Authorized Signatory

Thanks and regards  
Vishal Das

### Employee Signatory

(Dhruv Tripathi)

### Head- Human Resource

**BNG Advanced Mobile Solutions Pvt. Ltd**

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### Annexure A : Compensation Sheet

<b>Name :</b>	<b>Dhruv Tripathi</b>		
<b>Designation :</b>	<b>Software Engineer</b>		
<b>DOJ:</b>	<b>01-Jul-23</b>		
<b>Total Cost to Company (TCTC) breakup</b>			
<b>Fixed Components (Mandatory)</b>			
<b>Sr. No</b>	<b>Components</b>	<b>Annual Amount (INR)</b>	<b>Monthly Amount (INR)</b>
1	Basic	3,20,000	26,667
2	HRA	1,60,000	13,333
3	Special Allowance	1,98,400	16,533
<b>Fixed Gross Pay (A)</b>		<b>678400</b>	<b>56533</b>
<b>PF (Employer's Contribution) (B)</b>		21,600	1,800
<b>Total Fixed Pay (A+B)</b>		<b>7,00,000</b>	
<b>Total Variable Pay (C)</b>			0
<b>Retention Bonus/Performance Pay</b>		1,00,000	
<b>Total Cost to the company (TCTC) = A + B +C</b>		<b>8,00,000</b>	<b>56533</b>
<b>To Be Noted : FBP is part of Special Allowance.</b>			
<b>**FBP component can be opted by an employee whose Gross Pay is above 7LPA.</b>			

#### Other Benefits:

- Medical Cover for Self, Spouse & kid or Parents.
- Accidental Cover/Term Insurance for Self of upto Rs.20,00,000.
- Gratuity as per applicable law.

Sincerely,



**Authorized Signatory**  
Thanks and regards  
Vishal Das

**Employee Signatory**  
(Dhruv Tripathi)

**Head- Human Resource**  
**BNG Advanced Mobile Solutions Pvt. Ltd**

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