

Whatfix Private Limited

(formerly known as Quicko Technosoft Labs Private Limited)

No.- 443, Ground, 2nd and 3rd Floor, 14th Main, 17th Cross, Sector - 4,
HSR Layout, Bangalore - 560102, Karnataka, India



Dear **Roshan**,

19th June 2023

With reference to your conversion to a full-time role, we are pleased to offer you a **Software Engineer- E3** position in our organization. The position will be based out of **Bangalore**, India.

You will be paid an overall CTC of **INR 15,00,000 /-** per annum which includes components as described in Annexure A. Your employment with us will be governed by the general terms and conditions of the company, as outlined in Annexure A and elaborated in the employment agreement.

This letter of offer is valid until **21 June 2023** for acceptance. Please acknowledge and provide consent via email.

You are required to join us on or before **2 July 2023** and should report to our **Bangalore** office on the above date.

You agree and understand that the Company is entitled to conduct a background verification of your credentials, however, this activity might get delayed due to the ongoing COVID-19 restrictions. In the event of any unfavorable finding in your background verification report, the company reserves the right to terminate the employment by issuing a written notice period of 30(thirty) days.

Please Note: You are expected to attend New Hires Orientation sessions in the defined format - blended with in-person/virtual sessions with the leaders if you are present at our base location, Bangalore.

At the time of joining, please bring with you

- (1) Experience letter and relieving letter from your most recent employer
- (2) Last 3 months pay slips from your most recent employer
- (3) Valid address proof
- (4) Valid identity proof

Whatfix Private Limited

(formerly known as Quicko Technosoft Labs Private Limited)

No.- 443, Ground, 2nd and 3rd Floor, 14th Main, 17th Cross, Sector - 4,
HSR Layout, Bangalore - 560102, Karnataka, India**Annexure A****Salary Structure (In Indian Rupees)**

COMPONENTS	AMOUNT (INR)
BASIC	650,000
HOUSE RENT ALLOWANCE	260,000
FIXED ALLOWANCE	206,833
LEAVE TRAVEL ALLOWANCE	54,167
MEDICAL ALLOWANCE	15,000
TRAVEL ALLOWANCE	30,000
INTERNET ALLOWANCE	18,000
TELEPHONE ALLOWANCE	18,000
FOOD ALLOWANCE	26,400
EMPLOYER'S PROVIDENT FUND CONTRIBUTION	21,600
VARIABLE PAY	200,000
GROSS SALARY	1,500,000

Variable Pay:

Employees having Variable Pay as part of their CTC, shall receive the Variable Pay-outs, at the end of the review periods listed below based on the Employees as well as the company's performance. The Variable payouts shall be made along with the salary in the subsequent month at the end of the review period.

Review period for Sales, Marketing, and Customer Success Team: 1 Jan to 31 Mar, 1 Apr to 30 June, 1 July to 30 Sep, 1 Oct to 31 Dec

Review period for all other Teams: 1 Jan to 30 June & 1 July to 31 Dec

Whatfix Private Limited

(formerly known as Quicko Technosoft Labs Private Limited)

No.- 443, Ground, 2nd and 3rd Floor, 14th Main, 17th Cross, Sector - 4,
HSR Layout, Bangalore - 560102, Karnataka, India



An Employee shall not be eligible for receiving the Variable Pay-outs in the following scenarios:

(a) The employee is not on the payroll of Whatfix or currently serving notice period, due to resignation or separation.

(b) In case of a termination by Whatfix, due to non-performance.

Provident Fund: Salary includes employer contribution (12% of basic) along with employee contribution towards the contribution of provident fund as per statutory regulations. This is capped at INR 1800.

Food allowance will be paid as Sodexo or with similar vouchers at the start of every month.

Work timings & location: The normal working hours for all the employees is 9 hours a day, Monday to Friday. You may be required to work in shifts or on a need basis for longer hours.

Leaves: Total of 24 leaves annually (includes 18 casual & 6 sick leaves). 10 holidays annually will be declared for festivals / public holidays. Leaves are not carried forward or re-reimbursable. For new employees, leaves will be calculated on a pro-rata basis.

Benefits:

Gratuity - As per payment of Gratuity Act 1972 & company policy, Gratuity is payable upon termination of employment, retirement, disablement or death up to INR 20 Lacs subject to continuous service with the company for a minimum of 5 years or more.

Insurance:

- **Self & Immediate family:** You and your immediate dependents are eligible for **group medical and accident insurance policies**. All employees are covered under the Group mediclaim policy. Under the current policy, employees & their dependents are covered up to INR 5 Lacs per year on a family floater. The term family includes an employee, spouse and up to two children.
- **Parental Insurance:** All employees have the option to enroll their parents under medical insurance cover of INR 5 Lacs (each parent) by paying the add-on premium.

Whatfix Private Limited

(formerly known as Quicko Technosoft Labs Private Limited)



No.- 443, Ground, 2nd and 3rd Floor, 14th Main, 17th Cross, Sector - 4,
HSR Layout, Bangalore - 560102, Karnataka, India

- **Accident Insurance:** You are eligible for an accident insurance company and the coverage for yourself is INR 10 Lacs per year.

Development & Growth:

- **Linkedin Learning Subscription:** Whatfix continues to invest in the growth & development of employees by providing self learning platforms & opportunities.
- **Education Sponsorship:** All full time employees, who have completed a minimum of 1 year of employment with Whatfix, are eligible to sign up for any certificate sponsorship program up to a maximum limit of INR 15,000 every year.

Job: Though you have been engaged in a specific position, the company reserves the right to determine the type and range of work you may be subsequently called upon to perform. You will not accept any employment, part-time or otherwise, without the written permission from the Director/CEO of the company authorizing you to do so.

Notice Period: Employment with the Company may be terminated by either party by sending a notice in writing and serving a notice period or pay in lieu of notice. The duration of the notice period is 30 days. The Company reserves the absolute right, at its sole discretion, to pay or recover salary in lieu of the notice period. It is clarified that the Company shall not be required to serve any notice or pay any compensation or salary in lieu of the notice if you breach any of the provisions of this agreement or act contrary to the Company's policies or interest or if you indulge in any unlawful activities.

Prior to leaving the company, you will ensure that all your ongoing activities are successfully completed and handed over to the in-charge.

Non Disclosure & Employment Agreement to be signed upon joining. In the event of any conflict or inconsistency between the provisions in this Offer Letter or the Employment Agreement, the terms of the Employment Agreement shall prevail.

Whatfix Private Limited

(formerly known as Quicko Technosoft Labs Private Limited)

No.- 443, Ground, 2nd and 3rd Floor, 14th Main, 17th Cross, Sector - 4,
HSR Layout, Bangalore - 560102, Karnataka, India



We look forward to your long and prosperous career with **Whatfix Private Limited**.

Yours sincerely,

Whatfix Private Limited

DocuSigned by:
Khadim Batti
F1E6D4F3518942C...
Authorized Signatory

Acknowledged and Accepted by,

DocuSigned by:
Roshan Kumar
A31A3D7E64FD484...
Roshan Kumar