

Mr. Rahul Agarwal,
Bangalore
Date: 10th August 2022

Dear Rahul,

We are pleased to offer you the role of a **Software Development Engineer - I Intern** at slice. Your internship will commence on **02nd January 2023** and end on **02nd July 2023** or a different date mutually agreed upon. Once your internship period is completed, you will be eligible for a full-time opportunity with the company.

You are entitled to a stipend of **INR 1,00,000** per month subject to tax deduction during the internship period. After successful completion of your 6 months internship, your all-inclusive annual fixed compensation is **INR 28,00,000**. Additionally, you will receive a joining bonus of **INR 2,00,000** along with your first month's salary which should be paid back to the company at pro rata in case of exit before the completion of one year from your date of joining. Additionally, you will receive stocks worth **INR 6,00,000**. The number of units will be allocated as per slice's ESOPs Scheme. The terms and conditions of the ESOPs will be mentioned in the grant letter which will be issued to you post your joining. You will find a detailed break-up of the compensation structure in **Annexure - A** and applicable terms and conditions during your employment in **Annexure B**.

Please note, the terms of this offer and any information and discussion that shall take place between you and the Company shall be deemed to be confidential. You are required to refrain from disclosing any information to any third-party.

The offer is valid subject to following conditions -

- 1 Acceptance of this offer letter within the next 24 hours.
- 2 Successful completion of reference check.
- 3 Submission & verification of required documents at the time of joining.

In case you need any more information or clarification about this offer, please contact **Kaustuv Kumar Singh**, kaustuv.kumar@sliceit.com and we'll be happy to chat.

Thank You!
Sincerely



Rajan Bajaj

**Encl: Annexure - A Salary Structure
Annexure - B Terms and Conditions**



Annexure A

Particulars	Annual	Monthly
Basic	1,400,000	116,667
HRA	560,000	46,667
LTA	280,000	23,333
PF Employer Contribution	21,600	1,800
Special Allowance	538,400	44,867
Total Earning	2,800,000	233,333

*Taxes, if applicable, will be as per the Income- Tax Act, 1961

** PF, PT if applicable would be deducted.



Annexure B

1. Office Timings

- 1.1 The Employee shall perform the duties on a full time basis divided over a period of 5 days (Monday to Friday) a week. The usual office hours are from 10.30 a.m to 6.30 p.m IST. Notwithstanding this, the Employee may work such hours and at such times as may be agreed with the Employee's manager

2. Benefits

- 2.1 Annual Leave - The Employee will be entitled to 15 annual leave per annum which provides the employee with the opportunity to rest and get away from their everyday routine
- 2.2 Sick Leave - The Employee will be entitled for 12 sick leave per annum designed to help the employee during illness or handle personal work
- 2.3 Other Leave - The Employee shall be entitled to other forms of leave such as Maternity leave, Paternity leave, Bereavement Leave and Marriage Leave as required by the Law.
- 2.4 Statutory Leave - The employee is eligible for 10 days paid time off to employees so that they may celebrate festivals and holidays.
- 2.5 Medical Insurance - Those employees not covered under ESIC (Employee State Insurance) will be covered by slice's medical insurance. However there will be a nominal charge to cover parents and spouse. An employee can cover upto 2 dependents.
- 2.6 Sodexo Card - Food card will be issued in case you would like to avail this card. It also has some tax benefits which you can avail after availing this card. You can reach out to the HR post your joining
- 2.7 Gift Card - Vouchers will be issued in case you would like to avail this option. It has some tax benefits. You can reach out to the HR post your joining
- 2.8 Other Tax saving benefits - phone/broadband bills, Gym Allowance, Day care Allowance, Petrol Allowance. To avail these benefits, you have to submit the bills in the annual proof of investment process. For details, you can reach out to HR post your joining.



3. Provident Fund (PF)

- 3.1 If the monthly gross salary is greater than INR 37,500, then the employer PF contribution would be part of the CTC break up as per the law, amended from time to time.
- 3.2 In case you would like to make a higher contribution towards your PF, it is possible through VPF (Voluntary Provident Fund). You can reach out to the HR once you have joined to enable this option. VPF contributions can be done upto 100% of your monthly Basic + DA.

4. ESOP- Employee Stock Option

- 4.1 The ESOP Scheme and Grant letter which will be issued after the joining date.

Vesting Period - 4 years	Vesting %
On completion of 12 months from the date of grant	25%
End of each month starting from 13th month from the date of grant	2.0833%

- 5. **Probationary Period:** The Company is entitled to extend the Probationary Period, at its sole discretion. Upon the expiry of the Probationary Period and subject to your performance being satisfactory to the Company's expectations, your employment with the Company may be confirmed in writing by the Company. In the absence of any confirmation in this regard, your probationary Period shall be deemed to have been extended and you shall continue on probation till such time the Company notifies you.

Please note: This offer is based on Company policies, procedures and other rules currently applicable, which are subject to amendments from time to time, in which case the offer will also be modified/revised.

