

Thursday, May 11th 2023

QOALA OFFER LETTERDear **Piyush Jhavar**,

We are delighted to extend you this offer of consultancy with **Qoala** to be based in **Bangalore, India**. Please find the following terms and conditions of your consultancy.

1. Role and Responsibility

Your title will be **Software Engineer I consultant** with a job grading of **12**. This is a full-time position with a 3-month probation period.

2. Commencement Date

Your expected start date will be **Monday, 15th May 2023**.

3. Salary and Benefits

- We will be offering you a gross monthly fee of **INR 1,00,000** All forms of compensation are subject to reduction to reflect any applicable taxes and other deductions required by law. Consultant is responsible for any personal income taxation that occurred during the consultancy.
- You are entitled of ESOPs equivalent to **USD 5,383** with a 1-year cliff period and a 4-year vesting period.
- Annual performance bonus up to three times monthly salary:
 - Annual Bonus will be paid out in February every year
 - Annual Bonus is based on overall Company's and Consultant's performance

4. General Additional Benefits

- Medical insurance coverage for Consultants and dependents.
- Company's laptop.

We look forward to having you as our colleague. Please let us know if you have any questions and otherwise sign and date this offer letter to acknowledge your acceptance of this offer.

Best regards,

Belly Betharia T.**AVP of People Operations Qoala**

Piyush Jhavar