



Ref: eQTech/HR/2020-21

Date: 06 October 2021

CIN: "U72900PN1995PTC091806"

To,

Ms Pratiksha Varpe

At Post Chikani,

Taluka Sangamner,

District Ahmednagar,

Ahmednagar, 422605

Dear Pratiksha,

Further to our discussions regarding your career opportunities at eQ Technologic ("eQ"), we are pleased to offer you the position of **"Software Engineer"**. You will be part of the Development team.

Our flagship eQube® Data as a Service (DaaS) platform establishes a Data Fabric with connected network of integrated data, applications and devices that puts the power of analytics in the hands of end users leading to Actionable Insight. Data from any source can be aggregated using eQube's Data Virtualization layer and exposed as a Web-service, REST service, OData service or API. This rapid and flexible capability to expose data as a service/API is at the heart of efficiently delivering eQube-DaaS based solutions in an Integrated Data Environment (IDE).

As a **Software Engineer**, your primary duties will be the development and support of various enterprise software products for the company's clients. We consider you to be an important member of Team-eQ and expect you to work closely with all eQ team members.

We are pleased to offer you an annual gross compensation package of ₹ **11,68,000.00**. The details of this are listed in **Appendix 1** below.

Other Benefits

- a) You would be eligible to participate in the Company's Stock Option Plan and the variable compensation plan after the completion of the first anniversary at eQ Technologic. Please note, that these plans may evolve and / or change in the current or subsequent years.
- b) The company reviews and evaluates employee's performance on an annual basis at the end of the financial year. Employees joining during the year will be evaluated on their performance and will be financially appraised on completion for their first year. Employees who join between January to March, will be considered for increments at the end of the next financial year.
- c) You would be entitled to a holiday on your birthday
- d) Nominations for technical and professional development courses.

Notice period is **three months** from either the Company or yourself.

Please note that you will be on probation for a period of 6 months from your date of joining. eQ Technologic may offer you permanent employment, after successful completion of your probation period. The offer for permanent



employment will be purely based on the performance you exhibit during your probation period. All other terms and conditions of your employment with eQ Technologic will be in accordance with the Company's human resources policies.

eQ Technologic reserves the right to amend or modify the above at any time in the future.

If you have any questions, you can contact Mr. Rustom Taraporevala @ 9822595521 or Mr. Adwait Thakurdas @9156862928 or Mrs. Doreen DSouza @ 9822855925.

Please sign and date this page and the next to indicate your acceptance of this letter.

Yours sincerely,

Rustom Taraporevala
Director – Talent Management

I, Pratiksha Varpe, accept the terms of this offer.

Signature:

Date:

7/10/2021



Appendix 1

The table below lists the annualised amounts against each head.

#	Head	Amount	Refer Note#
1	Basic	₹ 2,50,000.00	(Fixed)
2	Company's contribution towards Provident Fund	₹ 30,000.00	(Fixed)
3	Flexible Allowance	₹ 7,20,000.00	Note 1
	Total fixed Gross Salary (A)	₹ 10,00,000.00	
5	Variable Compensation of up to 10% of Fixed Gross Compensation (as mentioned in 'A' above) subject to company meeting its financial objectives. The actual amount will depend on your individual performance and will be paid as a yearly payment in the month of May/June of each year. You will need to be on the payroll of the company at the time of pay-out. (B)	₹ 1,00,000.00	
	Total (A) + (B) = (C)	₹ 11,00,000.00	
6	Additional Yearly Benefits		
a	Internet reimbursement up to	₹ 12,000.00	Note 2
b	Technical Education reimbursement up to	₹ 10,000.00	Note 3
c	Premium for Term Life Insurance of (A). up to	₹ 6,000.00	Note 4
d	Premium for Group Hospitalization Insurance up to	₹ 15,000.00	Note 5
7	One-time work from home reimbursement up to	₹ 25,000.00	Note 6
	Gross CTC	₹ 11,68,000.00	

Note 1: This is a fixed component of your salary. However, you can split this amount into – Uniform Allowance up to 15,000 PA, LTA or HRA.

Note 2: Internet reimbursement is payable up to a maximum annual amount as shown in 6a above. It is based on bills submitted for expenses towards internet charges for your home office to enable you to work from home. The bills should be in your name and dated during your tenure of employment in eQ Technologic. The reimbursements would be paid out as per the internet reimbursement policy of the company.

Note 3: Technical Education reimbursement is payable up to a maximum of the amount as shown in 6b above. It is based on bills submitted for expenses towards your learning of new technologies or for updating your technical knowledge. The bills should be in your name and dated during your tenure in eQ Technologic. The courses you take should be pre-approved by your manager and you should get a certification of having passed the course. The reimbursement is due only after submissions of the bill(s) and certificate.

Note 4: Term Life Insurance cover is equal to the Gross Salary as shown in (A) above. The premium paid by the company is up to the amount as shown in 6c above. This amount may vary depending upon your age and other parameters as given by the Insurance Company.

Note 5: Group hospitalization insurance cover for ₹ 2,00,000/- for yourself and up to five dependants. The premium mentioned above in 6d is paid by the company. The amount of premium may vary depending upon your age and that of your family.

Note 6: The one-time "Work from Home" reimbursement to setup your home office, is payable up to a maximum of the amount shown. It is based on bills submitted for expenses towards equipping your home office to enable you to work from home. The bills should be in your name and dated during your tenure of employment in eQ Technologic. Refer to the 'Work From Home' reimbursement policy for all details.

I, Pratiksha Varpe, accept the terms of this offer.

Signature: 

Date: 7/10/2021