

24 January 2022

## Welcome to Mavenir Yash Kant Sharma

Congratulations and welcome to Mavenir. We are delighted that you have decided to grow your career with us.

Our future success is strongly linked to the quality of talent in our organization; our employees are one of the best and one of the brightest in the industry. We provide our global workforce an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Mavenir into a journey of personal growth and success.

To prepare for your employment with Mavenir, we've included an Employee Offer Packet containing the documents you will need to submit to Mavenir before you begin. Please contact your hiring manager or the recruitment team member to firm up your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome aboard!



Malini Ramdev

Senior Director - Human Resources

24 January 2022

Mr. Yash Kant Sharma  
20, Ballabh Nagar,  
Orai- 285001

Dear Yash,

Subsequent to your application and the interview meetings, we are pleased to offer you the position of **Graduate Engineer** with Mavenir Systems Pvt. Ltd., ("MSPL" or "Company").

- ✓ Annual Fixed Salary: Cost To Company (CTC) is **INR.8,00,000 p.a.(Rupees Eight Lakhs Only per annum)**, subject to applicable deductions as per Income Tax rules
- ✓ Annual Benefit Plan is **INR.48,373(Rupees Forty Eight Thousand Three Hundred Seventy Three Only)**
- ✓ Total Cost To Company (TCTC) **INR.8,48,373 p.a.(Rupees Eight Lakhs Forty Eight Thousand Three Hundred Seventy Three Only)**

The break-up of the annual salary is given in the Annexure 'A'

This offer must be read and accepted in conjunction with Confidentiality agreement. In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with MSPL.

Your normal workplace will be at company's offices in India. However, MSPL based on its business needs and/or at its discretion can transfer you to any of its branch offices, subsidiaries, associates/ affiliate companies or client offices, or any other location in India or overseas. In such cases, your employment maybe governed by terms and conditions of service applicable at the new location/company.

This offer of employment is contingent upon no adverse information being obtained during reference check with previous employers through background verification and satisfactory completion of MSPL's pre-employment background screening process. By accepting this offer letter you hereby consent to the collection, storage, use, processing and transfer of your data, including sensitive personal data relating to you, by MSPL for legal, administrative and management purposes, including for conduct of such background investigations and/or reference checks that may be carried out in relation to you by MSPL as well as to process payroll information. If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this conditional offer will immediately be withdrawn without any claim against, or liability to MSPL.

Once all the information has been obtained and you have satisfactorily completed and cleared MSPL's pre-employment background screening process, the same will be communicated to recruitment department. Upon commencement of your employment with MSPL, a final background check will be undertaken with respect to your former employer as applicable. In the event, if it is found that you have provided incorrect, false or misleading information in relation to your former employment, your employment with MSPL will immediately be terminated without any notice or pay in lieu thereof.

Candidate Name: Yash Kant Sharma

Candidate Signature:.....

**Joining Bonus:** A joining bonus of **INR. 1,00,000(Rupees One Lakh Only)** will be paid out to you in two parts from your date of joining. 1 Part **INR. 50,000(Rupees Fifty Thousand Only)** shall be paid in the sixth month payroll and 2 part **INR. 50,000(Rupees Fifty Thousand Only)** shall be paid on successful completion of twelve months of your employment. In the event, you separate from the company on or before completing 18 months of continuous service, you are liable to repay this joining bonus of **INR. 1,00,000(Rupees One Lakh Only)** after which you're full and final settlement will be processed.

Further, this offer of employment is also contingent upon you having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by the Company.

**Employee Benefits:** You will be covered under Company's employee Insurance benefits prevailing during your tenure. Your employment benefits at MSPL would be in accordance with prevailing Human Resources policies and would include Group Medical Cover, Group Accident Cover & Group Life cover.

**Full time Work:** You shall be in whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

**Probation & Confirmation:** You will be on probation for a period of three (3) months from the date of your joining MSPL and receipt of references satisfactory to the Company. Your probation period may be extended, if considered necessary, at the discretion of MSPL. In a situation where your employment at MSPL cannot be confirmed at the end of the probation period, MSPL reserves the right to immediately terminate your services without any notice or consideration, provided the probation period (including any extension) does not exceed 6 months.

You are required to give 2 months notice in writing of your intention to terminate your employment with the company during your probation period. The notice period to be provided by both you and the company shall be 3 months (or pay in lieu thereof) after the confirmation of your services.

**No Smoking Policy** - MSPL operates a 'No Smoking' Policy throughout its sites.

**Collective Agreements** - Your terms and conditions of employment are not subject to collective agreements with Trade Unions.

In the event that you have commenced working for MSPL prior to completion of the background screening process, and have subsequently failed any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to MSPL.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you from commencing employment with the company. Upon acceptance by you, a formal appointment letter will be issued by the Company on your date of joining.

New employees are inducted every Monday/Thursday beginning 9.00am. You may therefore choose to commence on Monday or Thursday based on prior confirmation from the Company. On the day of your commencement you will be required to execute all pages including the detailed appointment letter and the Confidentiality agreement.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and the Company. Any employer-employee relationship is only meant to arise upon execution of the appointment letter that will be provided to you at the time of joining. Upon execution of the appointment letter, this letter shall form a part of the terms of your employment and shall be read together with the appointment letter and confidentiality agreement.

Candidate Name: Yash Kant Sharma

Candidate Signature:.....

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

If you have any questions regarding the conditions of your offer, please feel free to contact the recruitment team member.

The letter of offer is valid for 2 days from the date hereof for conveying your acceptance.

We look forward to having you with us in our team.

Sincerely,  
For and on behalf of Mavenir Systems Pvt. Ltd.



**Malini Ramdev**  
Senior Director - Human Resources

I, Yash Kant Sharma agree with, understand and accept the above terms.

Candidate Signature: .....

Date: .....

Candidate Name: Yash Kant Sharma

Candidate Signature:.....

### Annexure 'A'

Annexure to the Offer letter of Yash Kant Sharma		
<b>Candidate's Name</b>	<b>: Yash Kant Sharma</b>	
<b>Business Title Offered:</b>	<b>Graduate Engineer</b>	
Salary Stack-up		
Particulars	Salary Per Month	Salary Per Annum
Basic & DA	26667	320000
House Rent Allowance	10667	128000
Other Allowance	26133	313600
Company's contribution to PF	3200	38400
Monthly Salary	66667	
<b>A) Annual Fixed Salary: Cost To Company (CTC)</b>		<b>800000</b>
Benefits		
* 1. Insurance (GMC, GAC & GTL)		32988
* 2. Gratuity		15385
<b>B) Annual Benefits Plan</b>		<b>48373</b>
<b>C) TOTAL COST TO COMPANY (TCTC) (A+B)</b>		<b>848373</b>
<p>The above Salary is subject to TDS as per the prevailing Income Tax rules</p> <p>* 1. <b>Insurance</b> Coverage under Group Medical cover (GMC), Group Accidental Cover (GAC), Group Term Life (GTL) as per company policy.</p> <p>* 2. <b>Gratuity</b> is payable as per the Gratuity Act. The Value is indicative as the Gratuity amount will be paid only on separation, provided employee has completed eligible years of continuous service as on the exit date.</p> <p>'<b>HRA</b>' is an indicative number, this will vary based on the percentage of HRA you elect for each financial year.</p> <p>'<b>Other Allowance</b>' comprises of Employee contribution to PF and components which are tax deductible as per the prevailing Income Tax rules like LTA, Meal Card, Fuel reimbursements, and Telephone/Broadband reimbursement.</p>		

Candidate Name: Yash Kant Sharma

Candidate Signature:.....