



mobileum

Action driven by intelligence

Mobileum (India) Private Limited

Embassy Prime,
6th Floor, No. 66/2,
Ward no. 83, CV Raman Nagar,
Bengaluru - 560 093

Tel: 8069157300 / 8069157600

18 November 2021

**To,
Rishu Kumar**

**006, Nichli Bazar, Near Old
NAC Office, Rajgir
Nalanda
Bihar - 803116**

Private and Confidential

Dear Rishu,

With reference to your discussions with us, we are pleased to offer you the position of “**Associate Software Engineer**” in our organization. Your total compensation will be **INR 900,000 per annum**. The details of the breakup are provided in **Annexure 1**.

1) In addition to the above, you will be entitled to the following benefit:

- a) Group Medical Insurance, Personal Accident Insurance and Term Life Insurance coverage. Refer to the Benefits Manual for more details.
- b) All statutory benefits, as applicable from time to time, including but not limited to leave entitlement (including maternity benefits for women employees), Employee Provident Fund (EPF), Gratuity and overtime wages.

2) Third Party Employment/Consultancy: You will not engage in trade or profession or undertake any employment which is full or part time while you are in the service of the company.

3) Location – Your present posting will be at **Bangalore**; however, the company reserves the right to transfer you to any of our offices, whether in existence now or to be set up hereafter.

4) Non-Disclosure Agreement - As per the company policy, you would be required to sign a standard Non-disclosure agreement to protect classified/proprietary information at the time of joining and declarations related to agreement with Mobileum ethics and No-Conflict-of-interest policy.

5) During your employment with the company you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the projects. If necessary, you may also be required to work in shifts.

6) Probation - You will be on probation for 6 months during which your employment may be terminated by giving 4 weeks' notice by either you or the organization, or payment of salary in lieu thereof. After the probation period, your employment with Mobileum may be terminated by giving six weeks' notice on either side, or payment of salary in lieu thereof. However, your relieving shall be based on your on-going activities being successfully completed and handed over to the satisfaction of Mobileum India Pvt. Ltd.

7) Should you remain absent from work without any reasonable explanation, for more than 10 days, it will be assumed that you are no longer interested in working for the company and have abandoned its service, thereby terminating your contract of service. In such a case, you will not be entitled to any statutory compensation.

Mobileum (India) Private Limited

Registered Office:

7th Floor, Sigma, Technology Street,
Hiranandani Gardens, Powai,
Mumbai 400 076, INDIA

CIN: U72100MH2000PTC125761

Tel.: +91 22 4040 6000

Fax: +91 22 2570 4919

E mail : info-india@mobileum.com

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8) Termination from Service - The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct.

In the event you leave our employment within 12 months, you will fully reimburse the notice pay reimbursement and relocation expenses, if any.

9) Confidentiality: The compensation information is company confidential. We request you to use discretion in handling your compensation – related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as serious matter by the company.

10) Notice of Change - Any change in your personal information including residential address, marital status and educational qualifications should be notified to the company in writing within 3 days of the change.

11) Governing Law - The terms and conditions as stipulated above shall be interpreted in accordance with the laws of India. In event of any dispute, the parties shall submit to the exclusive jurisdiction of the courts of Mumbai (India).

12) You are requested to produce copies of educational certificates, previous employment income details and other documents as specified in joining checklist in Annexure 2

13) You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above terms and conditions.

Looking forward to your joining the Mobileum Family. Yours sincerely,

Rakhi Shaha
Senior Director – Human Resources

I have read and agree to the terms and conditions of employment mentioned above and accept the letter of employment.

Name: Rishu Kumar

Date of Joining: 16 December 2021

Signature:

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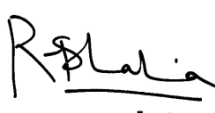
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Annexure 1

Name: Rishu Kumar	
Designation: Associate Software Engineer	
Basic:	368,182
Flexible Benefit Allowance:	405,818
The above allowance can be broken up into the following components - Details explained in salary structure manual	
1) HRA 2) LTA 3) Meal Card 4) Gift Pass 5) Telephone Reimbursement 6) Vehicle Reimbursement 7) Miscellaneous Allowance	
Company Contribution to PF:	44,182
Total Fixed Compensation:	818,182
Variable Compensation:	81,818
(To be paid Annually, as per the prevailing Company Variable Compensation Plan)	
Total Annual Compensation:	900,000
All the above amounts are Annual and in INR.	
For Mobileum India Pvt. Ltd.	
	
Rakhi Shaha	
Senior Director – Human Resources	
Authorized Signatory	

Note:

- Gratuity is payable as per the Payment of Gratuity Act, as amended from time to time.
- National Pension Scheme (NPS): This benefit is available. Kindly refer to the salary structure manual for more details.
- You need to be employed with the Company on the date of the Variable Compensation Plan payment to be eligible.
- The Company reserves the right to change the compensation structure. Such changes will be intimated in advance.

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Annexure 2 – Joining Checklist

S/N	Item
1	2 passport size photos
2	Copy of Passport - 1st page, ECNR page and address page
3	Copy of Aadhar Card
4	Relieving Letter and Experience Certificate of previous employments
5	Last Salary slip and Appointment/Revision Letter of previous employments
	Resignation Acceptance Letter from Previous Employer
6	Copy of PAN Card
7	Form 16 of the previous financial year
8	Signed copy of the Offer Letter
9	Educational Certificates & consolidated mark sheets
10	Completed Personal Data Form (will be shared separately)

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