

FICTIV TECHNOLOGY SOLUTIONS PRIVATE LIMITED

100, 100th Street, 10th Floor, 100th Street, Bangalore - 560099
 Tel: 080 6881 1000 | Email: hr@fictiv.com | www.fictiv.com | Fictiv is an Equal Opportunity Employer

20 Sep 2023

To,
 Vishnu Prakash
 Bangalore

Subject: Offer of Employment ("Offer Letter")

Dear Vishnu,

We are pleased to offer you employment at the position of "Sales Administration" in our Company Fictiv Technology Solutions Private Limited (the "Company").

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes. We offer you this employment on the following terms and conditions:

- Date of Joining:** 22 Sep 2023 or earlier, except if otherwise extended by the Company and communicated to you in writing.
Please submit all the documents mentioned in **Annexure A** at the time of joining.
- Location:** You will be based in Bangalore, Karnataka. However, depending upon the Company's requirements, you may be required to travel and/or be posted temporarily or permanently at other offices/ locations.
- Remuneration:** Your Annual Cost to Company shall be **INR 7,50,000 (Seven lacs Fifty Thousand)** subject to achievement of mutually agreed MBO's and applicable statutory deductions. A detailed break up of your salary structure is provided in **Annexure B**.
- Probation Period:** The first six months of your Appointment will be a probationary period during which your suitability for the position to which you have been appointed will be assessed. During your probationary period the company may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.
- Working Hours and Leave:** You are required to work in the North American Time Zone. The normal working hours of this role will be part of this Appointment Letter. The normal working days will be 5 days a week. You may be required to work in excess of the or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.
- Confidentiality:** The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the Company. Any disclosure of the contents of this offer to any third-party will be construed as a serious breach and the Company may initiate appropriate legal action against you.

VP
 Vishnu Prakash

20/09/2023

PRINCIPAL

INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
 Sy. No.88, Chambanshalli, Near Domesenada, Sarjapur Road, Bangalore 562 125 INDIA



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FICTIV TECHNOLOGY SOLUTIONS PRIVATE LIMITED

Plot No. 68, 6th Cross, 1st Stage, 1st Block, Chambarahalli, Near Dommasandra Circle, Sarjapur Road, Bangalore - 562 125
CIN: U72900KA2012PTC000001

- All other detailed terms and conditions of your employment will be specified in the Appointment Letter, Invention Assignment and Confidentiality Agreement and Company Policies which will be provided to you separately. This Offer Letter along with the **Appointment Letter, Invention Assignment and Confidentiality Agreement & Company Policies** collectively form a part of your employment conditions.
- This Offer Letter is conditional upon you executing the Appointment Letter and/or any other agreement as may be requested by the Company at the time of joining.
- The Company may revoke this offer of employment any-time before execution of the Appointment Letter. Similarly, after accepting this offer, if you do not intend to join the Company, you shall have a right to inform your intentions any-time before your joining date.
- Verification:** As part of our process, we will conduct a reference check and antecedent verification of your medical records, and all the data or information produced by you before and during the interview process. If it is found at any time that any information furnished by you to the Company is incorrect or false or if you are found to have wilfully suppressed or concealed any material information, the Company will have the right to withdraw the offer and you will be liable to removal from the services without any notice and compensation in lieu thereof.

To accept the terms of this offer, you must communicate your acceptance on or before the acceptance deadline of five (5) days following the date of this letter, failing which this Offer Letter stands automatically revoked.

We are eager to welcome you to the Fictiv family!

Yours truly,

For Fictiv Technology Solutions Private Limited



Signed by Anand Bhide

HR Manager

Fictiv India



VIP
Kishnu Prakash


PRINCIPAL

20/09/2023

INTERNATIONAL SCHOOL OF MANAGEMENT EXCELLENCE
By. No.68, Chambarahalli, Near Dommasandra Circle,
Sarjapur Road, Bangalore 562 125 INDIA

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Plot No. 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000

Annexure A

LIST OF DOCUMENTS

1. Latest/updated Resume
2. Identity Proof: (Any One)
 - a. Passport
 - b. AADHAR Card
 - c. Voter's card
 - d. Driving License
3. Current and Permanent Address Proof – (Any One)
 - a. Electricity bill
 - b. Telephone bills
 - c. Corporation tax receipt
4. Date of Birth Proof – (Any One)
 - a. Birth Certificate
 - b. School Leaving Certificate
 - c. HSC Certificate
5. Educational Information: All documents
 - a. SSC mark sheet & certificate
 - b. HSC mark sheet & certificate
 - c. School leaving and Domicile certificate
 - d. Graduation (if applicable): Semester (if applicable): Consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
 - e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
6. Professional Information- (As applicable)
 - a. Previous employment offer letter
 - b. Previous employment Appointment letter
 - c. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
 - d. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of joining)
 - e. Last three (3) months' salary slip/salary certificate
 - f. Reference Contacts form the previous employment
7. One (1) passport size photograph
8. PAN Card (Mandatory)
9. Passport Copy (Mandatory)



VP
Kishnu Prakash

20/09/2023

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Sarjapur Road, Bangalore 562 125 INDIA

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Head Office: 100th Cross, 1st Stage, 7th Cross, Chaitanyanagar, Bengaluru, Karnataka - 560025
Tel: 080 4221 1234 | Email: hr@fictiv.com | www.fictiv.com | www.fictiv.com

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Offer Letter. It accurately reflects my understanding of the terms and conditions of my employment with the Company.

I understand and agree that any changes in the terms of employment described in this Offer Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: Kishan Prakash

Signature: VP

Place: Bangalore

Date: 20/09/2023



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Sarjapur Road, Bangalore 562 125 INDIA



Annexure B
Vishnu Prakash - Total Compensation Statement

Sr. No	Particulars	Compensation	
		Amount per annum	Amount per month
	Heads of Compensation :		
1	Basic	300,000	25,000
2	HRA	150,000	12,500
3	Leave Travel	48,000	4,000
4	Ad-Hoc Allowance/Special Allowance	129,570	10,798
	Total	627,570	52,298
5	Flexible Benefit Plan		
a	Telephone/Internet Reimbursement	12,000	1,000
b	Vehicle Running and Maintenance	21,600	1,800
c	Books and periodicals	12,000	1,000
d	Meal coupons/Food Allowance	26,400	2,200
	Total	72,000	
	Total Gross	699,570	58,298
	Retirals/Statutory Components		
	Provident Fund	36,000	3,000
	Gratuity	14,430	1,203
		50,430	
	Cost to Company	750,000	

- Note: The above figure is gross compensation and is subject to the Statutory/ESIC & Other Deductions Provident Fund (Employer's & Employee's Contribution) / Gratuity / Professional Tax / Income Tax as applicable. Gratuity is paid after completion of 5 years with company on Retirement or resignation.
- *Note: There are two tax Regimes in India - New Tax Regime and Old Tax Regime. The FBP components will be considered for tax exemption under the Old Tax Regime only. The employee has to select the Old Tax Regime for enjoying the tax benefit for FBP components.

Additional Benefits

- **Medical Insurance** – reimbursement up to a max of INR 3,000 monthly for a plan of your choosing
- **Term Insurance** – reimbursement up to a max of INR 1,000 per month for a plan of your choosing
- **Personal Accident Cover** – coverage up to 20 lacs
- **Health & Wellness Plan** – reimbursement up to max 833 per month for a gym or wellness subscription that you have




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Vishnu Prakash

20/09/2023



Yours truly,

For Fictiv Technology Solutions Private Limited



Signed by Anand Bhide

HR Manager

Fictiv India



VP

Kishnu Prakash

20/04/2023

