



OFFER LETTER

21-Jun-24

Deepika Anakapalli

Dr No: 2-141/5, Plot Number 1185-B, Mithilapuri Lay out, Near Mogadharamma Temple, Madhurawada, Visakhapatnam.

Dear Deepika Anakapalli,

With reference to your application and subsequent interview discussions with us, we are pleased to make you an offer with **CONVERGEONE (C1) INDIA PRIVATE LIMITED (“Company”)**, as **Engineer-Cisco UC** at **A2** and your Job Title at Organization level will be **Diagnostic Engineer** with the Company. The position is based at Hyderabad.

We trust that your knowledge, skills, and experience will be among our most valuable assets. The details of your compensation are provided in **Annexure A**. Should you require any clarification on the same, please feel free to contact your recruiter.

This offer of employment is issued based on the educational qualifications, experience, identity and other details declared in the application form, and is contingent on clearance of the pre-employment background check and medical assessment including a test for substance abuse, as applicable. Please note, this offer will automatically stand cancelled and withdrawn in case you are not successful in meeting these prerequisites. Please confirm your consent to the above pre-requisites and revert with the acceptance of this letter within 24 hours of the receipt of this letter.

This offer will be valid, and a detailed Appointment Letter shall be issued if, you join us on or before 01-Jul-24 (mm/dd/yyyy).

We look forward to you joining us. Please reach out to your HR POC for any information you may need.

Yours Sincerely,

For C1 INDIA PRIVATE LIMITED

A handwritten signature in black ink, appearing to read 'Rajesh Tatineni'.

Rajesh Tatineni

Director, Human Resources - India

Signed and accepted by

A handwritten signature in black ink, appearing to read 'Deepika Anakapalli'.

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Deepika Anakapalli



Annexure A

Indicative Cost to Company Plan

Name: Deepika Anapakalli

Designation: Engineer-Cisco UC

S.N.	Description	Monthly (in INR)	Annual (in INR)
A.	Fixed		
1.	Basic Salary	32,079	384,948
2.	Employer Contribution to Provident Fund	1,800	21,600
3.	Statutory Bonus	1,500	18,000
B.	Flexible Compensation*	27,112	325,348
C.	Others		
4.	Group Employee Medical Insurance (50% employee share)	1,667	20,000
D.	Gross Salary (A+B+C)	64,158	769,896
E.	Performance Linked Payout (Variable Bonus) #		0
F.	Total Cost to Company (TCTC) (D+E)		769,896
G.	Gratuity		18,516

*Flexible Compensation provides you with an option to choose; HRA (at 40% of basic salary), LTA, Telephone Expenses, Professional Development Allowance, Mobile Handset, Employer contribution to NPS, Meal Vouchers, Car Fuel Reimbursement (Employee-Owned Car), Employer Car Lease EMI, Car Running & Maintenance (Employer Leased), Special Allowance.
Employer Car Lease EMI and Car Running & Maintenance (Employer Leased) shall be applicable to Managerial and above management classification.

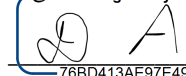
You will be eligible for Group Employee Medical Insurance and other benefits as per Company policy. Group Employee Medical Insurance cost is subject to change based on the Insurance premium year on year.

#The Performance Linked Payout is a variable component and indicates the variable earning potential available to you. The payout amount will depend on your performance during the assessment year as well as at that of the company. The amount is payable once a year and is pro-rated to the duration spent with the company for the year under consideration. This will be paid to you if you are active on the company's payroll on the day the payout is made.

Employee Contribution to the Employees Provident Fund will be deducted as per the Employees' Provident Fund & Miscellaneous Provisions Act, 1952, subject to your entitlement and the policy of the Company in that regard. Gratuity will be paid over and above Total Cost to Company as per applicable rules. Taxation will be governed by the Income Tax Rules. The Company shall deduct tax at source as per income tax guidelines.

The normal working hours will be 45 hours per week (9 hours * 5 days) including the break for meals. You may be required to work on a shift basis as per Company's requirement and in compliance with the applicable local laws. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which you will be notified in advance.

Signed and accepted by



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Deepika Anapakalli