



eSTAR TECHNOLOGIES
(OPC) PRIVATE LIMITED

OFFER LETTER

Date: 10/07/2021

Sandhya Lukka,
3-32 Konkepudi,
Pedana Mandal, Krishna District,
Andhra Pradesh - 521366

Dear Sandhya,

This letter is to offer you a position with the eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED. It is with great pleasure that we offer you the position of **Embedded Software Trainee**. You will be based in Hyderabad and report to the Director/CEO. Your place of work will be primarily "Hyderabad, Telangana" but based on the client's needs you might have to be working from the client's location within India (The travel and accommodation for client location will be compensated reasonably as applicable). Based on your capabilities and accomplishments, I believe that your talents will not only benefit eSTAR TECHNOLOGIES but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your detailed compensation plan will be given to you at the time of joining. Your compensation will be Rs.1,80,000/-. In figures (Rs One Lakh Eighty Thousand Only) per annum (CTC). Your compensation will also include Insurance, Casual and Privilege leaves, and other benefits as per corporate policy.

I am anticipating that you will accept this offer by 12th-July-2021. Upon joining you will be required to sign an "Employment Agreement". You will also be required to submit 2 passport-sized photographs on the date of your reporting.

You will be on probation for six months from the date of your joining. Your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not meet expectations.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below.

I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me.

Sincerely

For eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED


DIRECTOR


Received and accepted

Name: L. Sandhya

Date: 12/07/21


Registered Address: 6-3-856/10, Sri Sai Nivas, 3rd Floor, Sadat Manzil Colony, Ameerpet, Hyderabad 500016

Business Address: Awfis, 4th Floor Vasavi MPM Grand, Ameerpet, Yella Reddy Guda, Hyderabad, Telangana 500073

Annexure to the offer letter dated 10th-July-2021 Of Sandhya for position of Embedded Software Trainee at Hyderabad with eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED.

COMPENSATION LETTER			
The Employee shall be entitled to receive compensation following the terms outlined in this Compensation Letter for all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions outlined in this Agreement			
Company name			
CTC Breakup			
Name Of Employee :	Sandhya		
Designation	Embedded Software Trainee		
Date of Joining :	12 th -July-2021		
Sr. No.	Particulars	Amount (Monthly)	Amount (Yearly)
1	Basic Salary	14,500	1,74,000
2	Health Insurance reimbursement	500	6000
Cost to Company		15,000	1,80,000
Other Benefits			

For eSTAR TECHNOLOGIES(OPC) PRIVATE LIMITED


DIRECTOR


Received and accepted

Name: L. Sandhya

Date: 12/07/21



eSTAR TECHNOLOGIES

(OPC) PRIVATE LIMITED
CIN: U72900TG2021OPC150869

Compensation Revision

Date: 11th-Jan-2023

Sandhya Lukka,
3-32 Konkepudi,
Pedana Mandal, Krishna District,
Andhra Pradesh – 521366

Dear Sandhya,

At eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED we believe in Innovation in every possible way. We also believe we are unique in several ways – being a flat, open, and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of Organization. We are confident that with your skills, competencies, and capabilities you would be valuable addition to the team.


We are pleased to inform you that your compensation has been revised effective from 1st-January-2023 and will be Rs.4,01,052/-. In figures (Rs Four Lakhs One Thousand and Fifty Two Only) per annum (CTC). The detailed breakdown is in the attached annexure.


All other terms of employment will remain the same.

Sincerely




For
eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED


Received and accepted

Name: 

Date: 11/1/2023

Registered Address: Awfis, 4th Floor Vasavi MPM Grand, Ameerpet, Yella Reddy Guda, Hyderabad, Telangana 500073



eSTAR TECHNOLOGIES

(OPC) PRIVATE LIMITED
CIN: U72900TG2021OPC150869

Monthly Emoluments	
Basic	14078
F.D.A.	4223
H.R.A.	5631
Conveyance Allowance	4223
Total	28155.4
Employee Deductions	
Employees Provident Fund	1800
E.S.I.	0
Professional Tax	200
Total	2000
Net pay (Monthly)	26155
Employer Contributions	
Employees Provident Fund	1950
E.S.I.	0
Total	1950
Cost to Company Per Month	30,105
Cost to Company Per Year	361,265
Performance Incentive per year	33787
Health Insurance:	6000
Annual Compensation Including Incentive	401,052

Note:

1. Performance Incentive will be paid in 4 parts once in a quarter, based on the performance.
2. Company will provide Health Insurance (or reimburse Rs.1500/- per quarter) for the employees who are out of ESI Scheme.
3. Applicable statutory deductions will be made as per the rules in force.
4. Until P.F. compliance is followed by the company the employer contributions towards the same will be given back to the employee once every quarter.

Sincerely,

For

eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED



L. Sandhya
Received and accepted

Name: *L. sandhya*

Date: *11/1/2023*

Registered Address: Awfis, 4th Floor Vasavi MPM Grand, Ameerpet, Yella Reddy Guda, Hyderabad, Telangana 500073



eSTAR TECHNOLOGIES

(OPC) PRIVATE LIMITED
CIN: U72900TG2021OPC150869

SALARY REVISION LETTER

Date: 28-Nov-2023

Sandhya Lukka,
3-32 Konkepudi,
Pedana Mandal, Krishna District,
Andhra Pradesh - 521366

Dear Sandhya Lukka,

At eSTAR TECHNOLOGIES (OPC) PRIVATE LIMITED we believe Innovation in every possible way. We also believe we are unique in several ways – being a flat, open, and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of Organization. We are confident that with your skills, competencies, and capabilities you would be valuable addition to the team.

Thank you for your hardwork. We are please to inform you that your compensation has been revised effective from "01-Nov-2023" and will be as per the compensation letter enclosed.

Notice Period Revised: During your employment, will have to serve a notice period of 90 days upon resignation.

All other terms of employment being the same.



Registered Address: AWFIS, 4th Floor, Vasavi MPM Grand, Ameerpet, Yella Reddy Guda, Hyderabad, Telangana, 500073



eSTAR TECHNOLOGIES

(OPC) PRIVATE LIMITED
CIN: U72900TG2021OPC150869

Annexure I: Compensation Letter

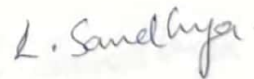
Date: 28-Nov-2023

Monthly Emoluments	
Basic	17598
F.D.A.	5279
H.R.A.	7039
Conveyance Allowance	5279
Total	35195
Employee Deductions	
Employees Provident Fund	1800
E.S.I.	0
Professional Tax	200
Total	2000
Net pay (Monthly)	33195
Employer Contributions	
Employees Provident Fund	1950
E.S.I.	0
Total	1950
Cost to Company Per Month	37,145
Cost to Company Per Year	445,740
Performance Incentive per year	42235
Health Insurance:	6000
Annual Compensation Including Incentive	493,975

Note:

1. Performance incentive will be paid in 4 parts once in a quarter, based on the performance.
2. Company will provide Health Insurance (or reimburse Rs.1500/- per quarter) for the employees who are out of ESI Scheme.
3. Applicable statutory deductions will be made as per the rules in force.
4. Until P.F. compliance is followed by the company the employer contributions towards the same will be given back to the employee once every quarter.



Registered Address: AWFIS, 4th Floor, Vasavi MPM Grand, Ameerpet, Yella Reddy Guda, Hyderabad, Telangana, 500073