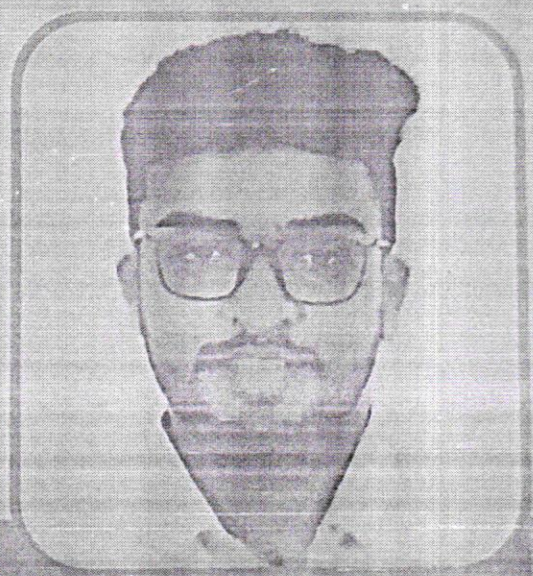
70

Traana

www.traana.in



Madan

Employee code : 220704E

Blood group : O^{+ve}

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Signature Not Verified

SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=c09c91c2400500f7d3f0f07d6e4b57e6b24ff, 1.3.6.1.4.1.311.60.2.1.3=IN, S=Karnataka, C=IN, postalCode=570006, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, CN=

02.02.2024 22:36

70

Traana Technologies Pvt. Ltd.

Date: 20-Jul-2022
Bangalore

To
Madan Gowda Surendra
S/o. Mr. Surendra G P,
Gujjapanahundi Village,
Kolagala Post, H D Kote taluk,
Mysore – 571125
Karnataka

Offer Letter

Dear Madan,

I have the pleasure of inviting you to be part of an exciting journey that Traana Technologies has embarked upon. Our vision is to be the first globally known Defence technology company from India. The purpose of this letter agreement is to confirm the terms and conditions of your employment with the Company.

1. Employment
    a. You will be joining the team as **Member-Technical**, effective from 25-Jul-2022. This is a full-time position with the Company.
    b. For a period of 6 months, you would be under probationary period. Based on your performance, your employment confirmation is decided by the company at the end of 6 months. During this period you will be paid the same salary as mentioned below.
    c. You shall, during our association with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any other business or service.
    d. You will be exploring the world of embedded system design and development, as well as application software design and development, thus being responsible for the creation and delivery of the overall embedded system as per the project requirements.
    e. Your place of work will be Traana Technologies Pvt. Ltd., No. 454, Ground floor, 1st Cross, P&T Layout, Horamavu Main Road, Bangalore - 560043. The Company reserves the right to change your work location.

2. Compensation
    a. You will receive an Annual Total Gross Salary (TGS) INR 5,40,000 (Rupees Five Lakhs Forty Thousand Only), taxes as applicable. Details of remuneration are as given in Annexure – I. Your compensation will be suitably revised based time to time based on the performance demonstrated.

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300504[illegible]d3f0bf7df6ea45d76c824ff43c67a40809fdf41420957ac, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62[illegible]10d89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:36

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

Traana Technologies Pvt. Ltd.

b. Your individual compensation is purely a matter between yourself and the Company and is based your specific talents that you bring to company and your performance levels - please keep this information as personal and confidential. The compensation amount shall be wholly and solely decided by the supervisor and shall be not disputed under any circumstances.

3. Benefits

   a. You will be entitled to privilege leave and sick leave as per the Company's leave policy that is in place time to time.

4. Confidentiality & IP

   a. Information pertaining to the Company's operations, projects, etc., shall remain secret and safeguarded by you, unless you have to under legal obligations.

   b. During the course of your association with us, any new ideas or advanced methods that you generate in the areas of operations of the Company, such developments will need to be communicated to the Company in a timely manner and with be and remain the sole right/property of the Company.

5. Separation

   a. This agreement is terminable by either party by giving 45 calendar days of notice period.

   b. You will transfer all the knowledge, client correspondence, IPs, specifications, documents, project-related data & information to the designated person(s), and train your team members in the area of work you were handling, during this notice period.

I take pleasure in welcoming you into our team and sincerely hope that your period of association with us will be long, pleasant and of mutual benefit.

Cordially yours,

For Traana Technologies Private Limited,

(Deepak Kumar Chandrasekaran, CEO)

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU

No. 454, Ground floor, 1st Cross, P&T Layout, Horamavu Main Road, Bangalore 560043, India
Ph: +91-80-3500 3191 | Email Id: admin@traana.in | www.traana.in
CIN: U72[illegible]

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ,
SERIALNUMBER=09c71c74300501[illegible]d3f0bf7df6ea45d76c824ff43c67a40809fdf414209957ae, S=Karnataka, PostalCode=570006, Phone=6c62d6a97e4c1a626982[illegible]1dd89ff89c15c36e9252e3ca1b85469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:36

Traana Technologies Pvt. Ltd.

Annexure – I
Compensation & Benefit Details

Sl. No.	Salary Components	Monthly (INR)	Annual (INR)
A.	Basic Pay	16,200	1,94,400
B.	House Rent Allowance	6,480	77,760
C.	Conveyance Allowance	1,600	19,200
D.	Medical Reimbursement	1,250	15,000
E.	Project-cum-Performance Allowance	14,970	1,79,640
F.	PROJECT BONUS	-	54,000
G.	GROSS SALARY (A+B+C+D+E+F) (CTC)	40,500	5,40,000

Note:

1) Professional Tax :
Professional Tax will be deducted as per the prevailing slab rates as below:

Salary Range	Professional Tax
Up to INR 15,000/-	-
From INR 15,000/- and Above	200/-

2) Project-cum-Performance Allowance:
The Project-cum-Performance Allowance is decided by the management taking in to account the active participation on a client project as well as your continued technical contributions and performance.

3) Project Bonus
On completion of every milestone of a project and realizing all the revenues from the project, the Company will pay out the Project Bonus on a pro rata basis.

4) Statutory Deductions
The below mentioned deductions will be deducted from your gross earnings on monthly basis as per Statutory norms.

Sl. No.	Deduction Components	Monthly (INR)	Annual (INR)
A.	Employer Contribution to Provident Fund	1,944	23,328
B.	Employee Contribution to Provident Fund	1,944	23,328
C.	Professional Tax	200	2,400
D.	Income Tax	-	-
E.	STATUTORY BENEFITS & DEDUCTIONS (A+B+C+D)	4,088	49,056

Note: Income Tax value will change based on Income tax slab, Deduction, Tax exempts components, etc.

No. 454, Ground floor, 1st Cross, P&T Layout, Horamavu Main Road, Bangalore 560043, India
Ph: +91-80-3500 3191 | Email Id: admin@traana.in | www.traana.in
CIN: U72200KA2012PTC063820

Signature Not Verified
SOKKALINGAM ARUMUGAM DHANARAJ
CN=SOKKALINGAM ARUMUGAM DHANARAJ, SERIALNUMBER=09c71c74300501[illegible]93f0bf7df6ea45d76c824ff43c67a40809fdf814420957ae, S=Karnataka, PostalCode=570006, Phone=6c62dc6a97e4c1a62[illegible]1dd89ff89c15c36e9252e3ca1b465469e388d65809, OU=REGISTRAR, O=JSS SCIENCE AND TECHNOLOGY UNIVERSITY, C=IN
02.02.2024 22:36

JSS SCIENCE AND TECHNOLOGY UNIVERSITY MYSURU