



Ref No: MSPL / 2020 / 1688

01-February-2020

Mr. NIRANJAN T

#1416, 6TH CROSS KRISHNAMURTYPURAM, MYSORE

Dear NIRANJAN T,

Welcome to the MISTRAL Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer – Hardware Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs.5,00,004 (Rupees Five Lakhs Four Rupees Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkup center.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL **Bangalore** branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any

Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn, Bangalore - 560 071 INDIA.

Tel: +91 80 3091 2600 Fax: +91 80 2535 6406 Email: info@mistralsolutions.com

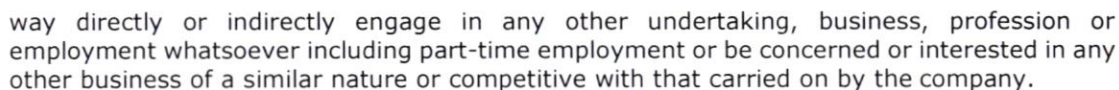
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Niranjana.T
(NIRANJAN.T)

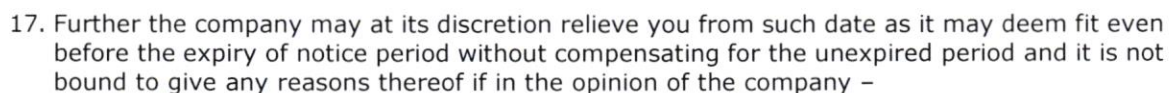


- Niranjana.T
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18. Any shortfall in notice period will be recovered from the final dues settlement. However, you are expected to complete the pending assignments and hand over charge to the person designated by the Company, with all due diligence, to the satisfaction of the Company. Your relieving will be subject to completion of the concerned assignments and the handover as above.

- We welcome you to the MISTRAL family and wish you a successful career with us.**



I have read the terms and conditions and accept the same. I would be joining on_____.

Niranjana.T
(NIRANJAN.T)

Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 Email: info@mistralsolutions.com

Signature Not Verified





Annexure 1 Salary Breakup Worksheet			
Name		NIRANJAN T	
Grade/Function/Department		L2/Hardware/Engineering	
Designation		Design Engineer - Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	16,667	2,00,004	
Flexible Benefit Pay	17,666	2,11,988	Ref: Flexible Benefit Plan below
Sub-total	34,333	4,11,992	
Special Benefits			
Statutory Bonus	3,333	40,000	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,000	24,000	12% of Basic as company contribution.
Gratuity	801	9,612	4.81% of Basic
Total Fixed Pay	41,667	5,00,004	
Cost to Company (CTC)	41,667	5,00,004	
Flexible Benefit Plan (Annual)- Options			
FBP Components	Limit	Description	
HRA	80,002	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	33,334	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be in-valid or Void if disclosed or referred to any third party.

For **Mistral Solutions Private Limited,**



Niranjan .T
(NIRANJAN .T)

Mujahid Alam
Chief Executive Office

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Signature Not Verified

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43c67a40809fd1414202957ae-S=K=matataka, PostalCode=570001
Phone=6c62d0c6a97e4d1a62b987f1d089ff9c15c36e9252e3ca:
b46549e388d65809, OU=REGISTRAR, O=JSS KANGAROO
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