



ENRICHING CUSTOMER EQUITY

ISO/ IEC 27001:2013 CERTIFIED

Private & Confidential

05th June 2023

OFFER LETTER

Dear Pallavi Sawant,

We are pleased to make an offer of employment to you as **Associate – Data Science & AI**.

Your Cost to Company (CTC) will be **Rs. 4,00,000/-** (Rupees Four Lakhs Only) per annum. The components of your salary are provided in **Annexure-1** and would be governed by the Company policy.

You will be on probation for 6 months, which may be extended by the management at its discretion. Based on your performance your services will be confirmed with the company in writing.

The organization will be investing immense amount of efforts, time, and money on your process of selection, inductions, trainings, skill enhancements and grooming to help you build strong foundation for your professional career. This will be done through regular interactions/interventions with Leaders / Senior managers / Manager. Additionally, you will have access to Confidential Company / Client information & data and in some cases the business strategies. Hence to form a good basis for better relationship between you & the organization and set an idea about expectations from each other we would expect you to be working with us for minimum period of **12 months** with the Company. If you resign before the lapse of 12 months from the date of joining or you do not continue your employment with the company, then you shall, on demand, pay the company a sum of **Rs. 2,00,000/-**. If anytime during this period, you do not show expected performance or remain absent without prior permission or misbehave, your service can be terminated by Company by giving One month's Notice or by making payment of One Month Basic salary in lieu of Notice.

Your appointment will be effective on or before **Monday, 05th June 2023**. Your initial place of work shall be **Mumbai**.

This offer is contingent upon successful completion of your background check, which includes verification of documents as per **Annexure II**. This offer can be revoked anytime in case of any discrepancies found during the background check process based on the information /documents shared at the time of making offer /joining.

Kindly sign and return a copy of this letter duly countersigned by you.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Yours sincerely,

Hrishikesh S. Redij,
Chief Financial Officer



Hansa Customer Equity Pvt. Ltd.

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