

Date: 14 November 2023

Harshitha N

#89, 3rd Stage, 3rd Block
SG Halli, WOC Road
Basaveshwarnagar
Bengaluru - 560079

Email: harshithaniranjan98@gmail.com
Ph: 81974 41402

Offer of Employment

Dear Harshitha,

We thank you for your interest shown in joining QS-ERA India Private Limited.

Further to the discussion we had, we are pleased to offer you the position of “**Research Analyst**” at QS-ERA India Private Limited.

Your total compensation will be Rs. 6,50,000/- (Rupees Six Lakh Fifty Thousand only) per annum on a cost-to-company basis. A detailed compensation sheet indicating your salary structure and benefits is appended to the offer letter.

In addition, you will be provided with a family medical insurance of INR 5,00,000/- during your service with QS-ERA India Pvt. Ltd.

The employment offer is subject to the following terms:

1. You will be based in Bangalore and work from our office in Bangalore.
2. You will join the company on or before 03 January 2024.
3. You are required to sign a General Service Conditions, and Employee Innovation and Proprietary Information Agreement on Joining QS-ERA India Private Limited.
4. You are required to undergo an executive health check-up and the employment is subject to clearing medical tests with normal findings (to be determined on a case-to-case basis).
5. You are required to submit the following documents on joining:
 - a. Original Relieving letter and proof of 3 months' salary drawn from your previous company.
 - b. Experience certificates.
 - c. Copy of your passport/Identity proof and copies of your Certificates/Marks Sheets in support of your qualification.
 - d. Two Passport size colour photograph.
6. Upon completion of satisfactory background check.

Kindly sign and return the duplicate copy of this letter as your acceptance of the offer, and confirmation of the above terms and conditions.

Please remember that all terms of your compensation should remain confidential and should not be shared with any other employees or contractors.

We are delighted at the prospect of having you as a part of our team. We wish you a long and rewarding association with QS-ERA India Private Limited.

For QS-ERA India Private Limited,

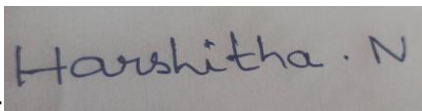


Ravin Nair
Chief Operating Officer

I have read the above offer and I hereby accept it.

Name: Harshitha N

Signature:



Date: 20/12/2023

Place: Bengaluru

Cost to Company (CTC) break up

Salary break-up	Per month	Per annum
Basic Salary	21667	260000
Other Components		
HRA	10833	130000
Leave travel allowance	0	13000
Special allowance	20583	247000
Total Fixed Salary (Subject to TDS)	53083	650000

The above payment is subject to deduction of Income Tax at source (TDS) and based on applicable and eligible deductions under the Income Tax Act.

Leave travel allowance subject to the submission of bills and applicability and eligibility.

* Special allowance includes all payments/contributions, statutory or otherwise which may become payable by the company on behalf of the employee.