

CH/HR/OL/07/23-24/4019

July 3, 2023

Ms. Srishti Bhandari

*Flat No-4/IV, E-Block, Anand Residency,
Chicalim, Near Goa International Airport,
Goa 403711*

Offer for Employment

Dear Srishti,

With reference to your application for employment and subsequent discussions you have had with us, we are pleased to offer you the position of **Associate Research Specialist** in FutureBridge. Your date of joining will be on or before **July 24, 2023**.

Your annual Fixed Cost to Company (FCTC) will be **Rs. 5,35,000/-** (Rupees Five Lakhs Thirty Five Thousand Only). Apart from your FCTC you will also be eligible for the Company's target-based Incentive plan. The incentive will accrue as per plan notified by the Company for every financial year (April – March) on a pro-rata basis. All earnings are subject to statutory deductions. A detailed breakup of your compensation is attached in Annexure I.

As a part of joining formalities, you have to sign a non-disclosure, non-competing and non-solicitation agreement & Service Level Agreement with the Company.

Your offer has been made based on information and documents furnished by you to the Company. The Company reserves the rights to revoke the offer of employment in case of any discrepancy identified in such documents or information.

Your offer is subject to successful clearance of a mandatory background check and reference check which will be initiated by the Company after your consent.

The appointment letter will be issued to you after completion of all the joining formalities & submission of all the necessary documents.

This offer is valid for acceptance till July 4, 2023.

We are excited about the challenges and opportunities ahead of us and look forward to you being part of our dynamic team which leads the Company into the future. We wish you well and look forward to having you on board.

For, Cheers Interactive (India) Pvt. Ltd.

Anil Prajapati

Anil Prajapati
People Function

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ANNEXURE I

On Target Earning (OTE) Break Up

Fixed Cost to Company (FCTC) breakup	Monthly	Annually
Basic Salary	22,292	267,500
House Rent Allowance (HRA)	11,146	133,750
Leave Travel Allowance	1,115	13,375
Car Allowance	3,100	37,200
Employee Provident Fund	1,800	21,600
Gratuity Contribution	1,072	12,867
Medical Insurance Premium	333	3,999
Other Allowance	3,726	44,709

Total Fixed Cost to Company (FCTC) (A)	44,583	535,000
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Variable Pay / Incentives (B)	40,000
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Total Cost to Company / On Target Earnings (OTE) (A+B)	575,000
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- Other statutory and employer deductions as applicable.
- The individual component of FCTC could change subject to your allocation to certain flexible components (as explained to you at the time of offer discussions). The changes would be balanced out in Other Allowances.
- Medical Insurance Premium is subject to change without prior notice, based on the policy.
- All Incentives and / or variable components will be payable as per plan notified by the company for every financial year (April – March), which can be revised from time to time.

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