



26-Nov-2021

Tula Akanksha

Reg: Offer of employment

Dear Tula,

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 425,000 (Four Lakh Twenty Five Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A. This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

A one-time joining bonus of **INR 25,000/- (Twenty Five Thousand Rupees Only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of Six (6) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining in **July 2022**. The exact date of onboarding will be communicated to you a month prior to your joining date. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Tula Akanksha
Date:

Legato Health Technologies | Legatohealth.com



Rejoice
PRINCIPAL
Sumathi Reddy Institute of Technology for Women
Ananthasagar (V), Hasanparthy (M)
WARANGAL - 506 371 (T.S.)

541

Annexure – A

Associate Name: Tula Akanksha		
Designation: Associate Software Engineer		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	74,400	6,200
Special Allowance	142,280	11,857
Gross Salary	402,680	35,417
Employer's contribution to PF	22,320	1,860
Total Fixed Pay	425,000	35,417
Cost to Company (CTC)	425,000	35,417

Note:

- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.
- Shift Allowance payable based on the shift timing (except general shift).
- Transport deduction is applicable only for associates working in general shifts.
- Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-
- Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each
- Notice period will be 3 months
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Tula Akanksha
Date:

Legato Health Technologies LLP | www.legatohealth.com

Bengaluru,

Head Office: Mar, and Embassy, Park, 5th Floor, 6th Block, Bangalore, India, Outer Ring Road, Nagawara, Bengaluru, Karnataka 560045. Ph: 080 6342 9000. GSTIN: 29AAHFL3010G123.

RCV Tech Park, Floor 8, 1st Block, Chikkakanniah Village, Sarjapur Main Road, Bengaluru, Karnataka 560075. GSTIN: 29AAHFL3010G123.



LLPIN: AAL-0928 | PAN: AAHFL3010G

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PRINCIPAL

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542