

14-03-2024

**EMPLOYMENT OFFER LETTER**

Ms. Nithya K,

#49, 2nd cross Shivashakthi Nagar,

Chunchagatta Main Road, Bangalore-62

+91 6360671105

Dear Nithya K,

It is our pleasure to extend the following offer of full-time employment to you on behalf of Lattice Technology Private Limited. Congratulations! We are very excited about the prospect of you joining the 1Lattice family.

This offer is contingent upon satisfactory background checks, we receiving your PAN card copy, one government authorized identification (like passport, Aadhar card), annual salary slip, and relieving letter from your latest employment and any other contingencies you may wish to state.

**Title:** Analyst

**Location:** To be decided. Will be communicated before Start Date.

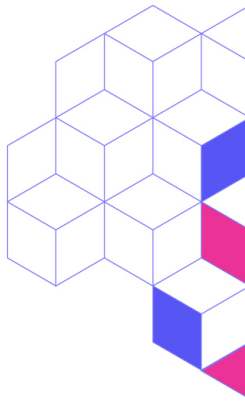
This role is in the Intelligence & Insights department in the Company.

**Reporting Relationship:** The position will typically report to Project Manager or equivalent.

**Cost-to-Company components:** Your Cost to Company (CTC) consists of a fixed component paid monthly on the last working day of the respective month plus other benefits and bonuses, totally equivalent to Indian Rupees **INR 4,90,000.00 (INR Four Lakh Ninety Thousand)** only /- per annum. Within the limits of the laws of the Government of India, we will work with you to structure this in Base salary, HRA, Mobile/broadband reimbursement, LTA, medical insurance, professional attire, and accessories allowance, etc. Please refer to Annexure I for a detailed indicative breakup of your CTC structure and below mentioned bonuses and benefits.

**Performance Linked Bonus (PLB):** The bonus plan for this year, should such a plan exist and you being enrolled in the same, will be based on a formula determined by the Company. On an annualized basis, your base bonus is Indian Rupees **50000** /- (Indian Rupees **Fifty Thousand** only) for the year subject to your excellent performance and will be paid out in two equal tranches along with April and June payroll. This is part of your CTC mentioned above.

**Car/phone/travel expenses:** Normal and reasonable personal expenses will be reimbursed on a monthly basis per company policy at the prevailing time of submitting such expenses and are a part of the CTC above. Any overages or expenses caused by business reasons will be reimbursed over and above and is not part of your CTC.



**Start Date:** Will be communicated shortly

**Joining Letter and Code of Conduct:** Our standard Joining Letter, Code of Conduct and Work Ethics affirmation must be signed prior to Start Date.

**Vacation and Personal Emergency Time Off:** Apart from 11 days off (Restricted Leaves) published by the Company (which takes care of most major festivals and National Holidays), you are entitled to 18 additional days of leave on an annual basis.

You acknowledge that this Offer Letter, along with the final form of any referenced documents, represents the entire agreement between you and Lattice Technologies Private Limited and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Lattice Technologies Private Limited. This Offer Letter represents the final offer from the Company. All previously generated Offer Letters, if any, before this date stand annulled.

You also affirm that you are fit, in sound mental and physical health, and are equipped with the necessary basic skills to take up the offered role. Any undeclared issues or inability to ramp up on basic skills could lead to immediate revocation of this offer or termination of employment post joining without any notice. In case you are suffering from any mental or physical health issues, or do not possess any necessary skills to conduct your duties as outlined in the job description of this position, please declare the same along with the written signed copy of this offer letter prior to your joining.

This offer will be valid for two days (48 hours) from the date of this letter. If this offer of employment is acceptable to you, please send us a signed copy within 48 hours via email to [we@1lattice.com](mailto:we@1lattice.com) to confirm your acceptance along with a copy of your resignation letter to your current employer (in case you are currently employed). If we do not hear back from you within this period with the signed copy and resignation copy, this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

We are confident that you will be able to make a significant contribution to the success of the Company and look forward to working together in building the 'Firm of the Future'.

For Lattice Technologies Private Limited,

Agreed by,

\_\_\_\_\_

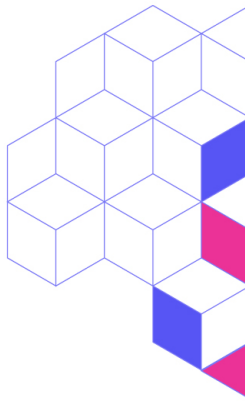
Faten Saadaoui

\_\_\_\_\_

Name: Nithya K

Date: 14-03-2024

Date:



**Annexure 1: Annual salary structure for Nithya K FY 24-25 (Indicative only)**

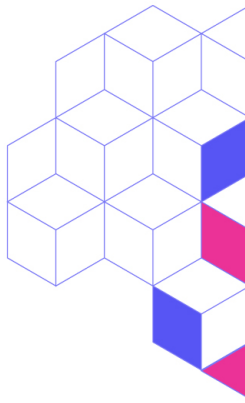
EARNINGS (PART - A)	MONTHLY (INR)	YEARLY (INR)
Basic	12,121.00	1,45,446.00
HRA	6,060.00	72,723.00
Special Allowance	5,563.00	66,760.00
Professional Development	2,000.00	24,000.00
Mobile Reimbursement	1,000.00	12,000.00
Telephone Broadband	2,000.00	24,000.00
Books & Periodicals	1,000.00	12,000.00
Uniform Allowance	2,000.00	24,000.00
Statutory Bonus	2,886.00	34,630.00
<b>TOTAL SALARY (A)</b>	<b>34,630.00</b>	<b>4,15,559.00</b>
BONUSES (PART - B)		AMOUNT
PLB FY24-25 PART 1		25,000.00
PLB FY24-25 PART 2		25,000.00
<b>SUB-TOTAL (B)</b>		<b>50,000.00</b>
<b>TOTAL (A + B)</b>		<b>4,65,559.00</b>
OTHERS (PART - C)	MONTHLY	YEARLY
PF - Employer	1,454.00	17,448.00
Employee Gratuity contribution	583.00	6,993.00
<b>SUB-TOTAL (C)</b>	<b>2,037.00</b>	<b>24,441.00</b>
<b>TOTAL (A + B + C)</b>	<b>36,667.00</b>	<b>4,90,000.00</b>

**Note 1:** PAN is mandatory for salary processing. If you do not have a PAN card, please apply for the same at the earliest. Link: <https://www.incometaxindia.gov.in/Pages/tax-services/apply-for-pan.aspx>

**Note 2:** HRA tax deduction benefit will be given only after receipt of (a) copy of Rent agreement/ Leave and License agreement in your name from the landlord and (b) Landlord's PAN card copy if rent paid is over Rs 1 Lac per annum and will be subject to authorized Finance personnel at the Company confirming the Rent receipt cross-signed by the landlord on a Re 1 revenue stamp.

**Note 3:** Employee Provident Fund deduction would be applied as employee contribution from Gross Salary component as per government regulations applicable (not shown in the structure above)

**Note 4:** All performance-linked bonus components are payable in equal parts, along with April and June salary, and are payable only if you are on company rolls (and not serving notice period) at the time of these payments.

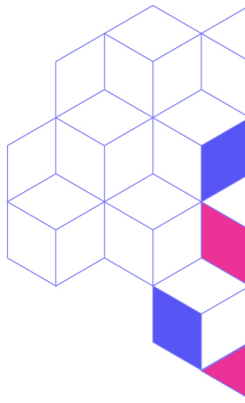


**Note 5: Flexible tax benefits plans - optional** can be utilized as per your requirement on HRMS software and the excess/difference will be adjusted with Special Allowance component.

**Note 6: Health Insurance premium** is deducted on a monthly basis from the gross salary component, which is in the range of INR 300 to 500 per month, depending on your age bracket by the insurance provider.

**Note 7: Sodexo food card** is optional and also a deduction from gross salary if opted for. **Maximum** amount exempted is INR 3,000 per month

**Note 8:** The above salary structure is an indicative breakup. The same is governed by the prevailing rules, regulations, policies, and service conditions of the Company. The Company unilaterally and unequivocally reserves the right to add, alter, and amend the said rules, regulations, policies, and service conditions as per the judgment of the management from time to time.



14-03-2024

**EMPLOYMENT OFFER LETTER**

Ms. Sidapara Nancy,

#61, PADMALAYA, 10th Main, 7th Cross,,

Shakambhari Nagar,J P Nagar 1st Phase,, Bangalore - 560078.

+91 9739005590

Dear Sidapara Nancy,

It is our pleasure to extend the following offer of full-time employment to you on behalf of Lattice Technology Private Limited. Congratulations! We are very excited about the prospect of you joining the 1Lattice family.

This offer is contingent upon satisfactory background checks, we receiving your PAN card copy, one government authorized identification (like passport, Aadhar card), annual salary slip, and relieving letter from your latest employment and any other contingencies you may wish to state.

**Title:** Analyst

**Location:** To be decided. Will be communicated before Start Date.

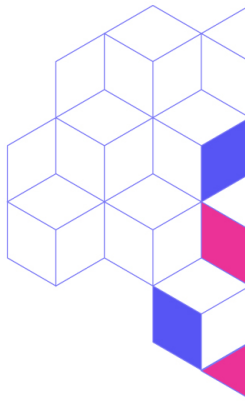
This role is in the Intelligence & Insights department in the Company.

**Reporting Relationship:** The position will typically report to Project Manager or equivalent.

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For Lattice Technologies Private Limited,

Agreed by,

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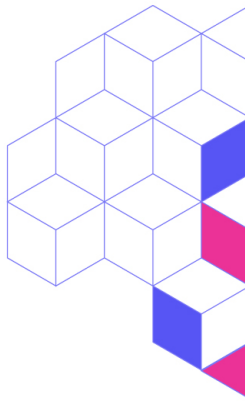
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\_\_\_\_\_

Name: Sidapara Nancy

Date: 14-03-2024

Date:



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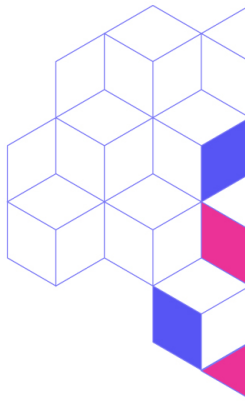
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January 25, 2024

Dear Ashritha M,  
Fiery Digital Imaging India Pvt Ltd (formerly known as EFI India Pvt Ltd) is pleased to offer you the position of 'Intern', reporting to Gopichandran Krishnan in the Fiery Division.

This internship is for a duration of 6 months and is scheduled to start on February 12, 2024.

Compensation for this position will be billed at INR 30,000.00/- per month. This amount is payable subject to statutory deductions.

Should you have any questions at all, please do not hesitate to contact Kiran Sankanur at [Kiran.Sankanur@efi.com](mailto:Kiran.Sankanur@efi.com).

For and on behalf of  
**Fiery Digital Imaging India Pvt Ltd**



.....  
Jayotsana Bedi  
Vice-President - Human Resources

I hereby accept the internship offer with Fiery Digital Imaging India Pvt. Ltd. (formerly known as EFI India Pvt. Ltd.)

.....  
Ashritha M  
Signature

**Addendum to Internship Offer**



January 25, 2024

**FIERY DIGITAL IMAGING INDIA PRIVATE LIMITED**  
(Formerly known as EFI INDIA PRIVATE LIMITED)

Registered office address: Kalyani Platina, Block 1,  
Fourth Floor, No.24, EPIP ZONE Phase II,  
Whitefield Bangalore 560066, Karnataka, India,

Email: [Narayanan.panchanathan@efi.com](mailto:Narayanan.panchanathan@efi.com)  
Main +91 (0) 806768 1000  
Fax +91 (0) 806768 1100  
CIN- U64202KA1998PTC023659



Dear Ashritha M,

This is a provisional offer being extended for a full-time/contractor role depending on the business opportunity and subject to the below conditions:

- Successful completion of your degree with 70% and above grades
- Successful completion of your internship with performance assessed as satisfactory
- Availability of a suitable job opportunity post successful completion of internship

Compensation and the start date will depend on the role offered and the team you are assigned to.

EXECUTED on the day and year set forth below.

For and on behalf of  
**Fiery Digital Imaging India Pvt Ltd**

A handwritten signature in black ink, appearing to read 'Jayotsana Bedi', is written over a dotted line.

.....  
Jayotsana Bedi  
Vice-President - Human Resources

.....  
Ashritha M  
Signature

Filling in the following information will constitute your eSignature and will have the same legal impact as signing a printed version of this document.



Password Verified



Name: *Asritha M*  
Date: 1/29/24 (m/d/yy)  
Signature ID: 3S9W1XEW81G-1AJLUF0KL

May 16, 2024

Dear Monisha M,

EFI Inkjet India Private Limited ("Inkjet India" or "Company"), a subsidiary of EFI Inc, is pleased to offer you the position of Intern - Apprentice reporting to Gopinath Udayakumar in the Inkjet India.

This internship is scheduled to begin on Jun 03, 2024 and is expected to last for 12 Months.

Compensation for this position will be billed at INR 25,000.00 /- per month.

Should you have any questions at all, please do not hesitate to contact Kiran Sankanur at [Kiran.sankanur@fiery.com](mailto:Kiran.sankanur@fiery.com)

For and on behalf of  
**EFI Inkjet India Private Limited**

*P. Narayanan*

.....  
Narayanan Panchanathan  
Director

I hereby accept the employment offer with EFI Inkjet India Private Limited.

.....  
Monisha M

Signature



EFI INKJET INDIA PRIVATE LIMITED  
Company of EFI Inc.  
Kalyani Platina, Block - I  
1<sup>st</sup> Floor, No 6 & 24  
Kundalahalli Village  
Bangalore 560037  
Karnataka, India

Tel +91 80 67681234

[www.efi.com](http://www.efi.com)

CIN - U72900KA2022FTCL67359

Filling in the following information will constitute your eSignature and will have the same legal impact as signing a printed version of this document.



Password Verified



Name:

*Monisha M*

Date:

5/16/24 (m/d/yy)

Signature ID:

3VL01Z3KDX0-1BOAETL0J