

KSPL/2025-26/74

June 16, 2025

Mr. Barath David S R
Emp ID KAVN912
Program Analyst

Dear Barath David S R,

Sub: PERSONNEL - Absorption as Program Analyst**Ref: Our Reference letter dated Dated: Oct 25, 2024**

Management takes pleasure in informing you that you have been absorbed as Program Analyst and inducted into the Offshore Development Division.

Date of commencement of employment & reporting:

Your absorption and induction into the Offshore Development Division will be effective from **June 17, 2025**. Your reporting Manager will be **Mr. Arjun - Admin Manager**

Compensation:

Your annual total salary will be **Rs 3,00,000/-** (Rs Three Lakhs only). The break up is attached in Annexure A.

Variable Pay:

Variable Pay will be paid as long as you are engaged in the billing Project. Current month variable pay will reflect in subsequent month's salary, subject to clearance of TimeSheet by Client. (E.g. June month variable will reflect in July month salary, which will be paid in August).

Terms and conditions of the offer are as follows:

1. Your initial posting will be in Chennai. However your services are transferable and you may be assigned to any office of Kaavian Systems, or its subsidiary, or associate company, or company's client.

Contd...2