



Ear Ref No: IND116

31st -May-2023

Offer Letter

Dear Aishwarya,

With reference to the discussions that we had with you, we are pleased to offer you the role of Counselling Intern, Conscious Living a brand of **Anika Technologies ("Anika")**. Your place of posting will be **Pune**.

Your appointment will be governed by the terms and conditions of employment presented below. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Details of the terms and conditions of offer are as under:

1. This offer is contingent to your date of commencement of employment to be on the **1st June 2023**
2. Fixed Component - Your fixed salary component will be **Rs. 2,000/- (Two Thousand Only) Monthly Basis** as a stipend
3. Incentives on consultation calls with closures will be 1000/- per client.
4. You are liable to serve **30 days of notice period** in case of termination of services.
5. At any time during the Employment Period, Anika Technologies may **terminate** your employment with immediate effect under this Agreement by reason of your failure to perform the functions of your position at the level appropriate for Anika Technologies and it's clients.
6. You will be eligible for 1.5 leaves per month After six month which is not subject to encashment.
7. Each year your compensation & benefits shall be revised as per Company policy.
8. You hereby agree that you will not use Conscious Living - Anika Technologies' clients for personal use or in the future for any other company. You will not deal into any other activities which create a conflict of interest with Conscious Living -Anika Technologies.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Anika Technologies is valid till the above mentioned date only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.



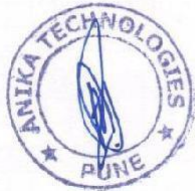
- Prior to commencing employment with Conscious Living -Anika Technologies you must provide Conscious Living - Anika Technologies with evidence of your right to work in India and other such documents as Anika Technologies may request.

RI'qd. Office: Ujwal Park, A11, NIBM Rd, Kondhwa, Pune, Maharashtra 411048

Conscious Living -Anika Technologies has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Conscious Living -Anika Technologies. If you renege on the commitment and decide not to join us after signing the offer letter, Anika Technologies reserves the right to not consider you for future career opportunities in the company.

We look forward to you joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,
For Anika Technologies



Anand Narayanan
Global Business Head

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :