

September 12, 2020

Hello Nandkumar Bakale ,

We are pleased to extend offer for position with Ellie Mae India Pvt. Ltd. (the “Company”), as “**Document Processor**”. Your employment with Ellie Mae will begin on **September 21, 2020**. You will receive an annual salary of **₹2,20,000/-** (Rs. **Two Lacs Twenty Thousand Only** only) CTC (Cost to Company), subject to deduction of taxes as applicable under Indian Income Tax Act, which will be paid monthly in the amount of **₹18,333/-** (Rs. **Eighteen Thousand Three Hundred Thirty Three Only only**) in accordance to the company normal pay-roll procedures.

The company is excited about your joining and looks forward to a beneficial and productive relationship. You will be on probation the first three (3) months of employment beginning on your start date of **September 21, 2020** at which point you will be reviewed for your performance and employment confirmed.

You should be aware that your employment with the company is for no specific period and constitutes “at will” employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Company is free to conclude its employment relationship with you at any time, with or without notice. We request that, in the event of resignation, you give the Company at least 30 days’ notice.

The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and /or reference check, if any.

ELLIE MAE INDIA PVT LTD

(Formerly known as Capsilon Software Pvt. Ltd.)

(CIN No. U72900PN1995PTC129237)

Suite 204, Level 2, Tower S-4, Magarpatta Cybercity, Hadapsar, PUNE 411 013 (INDIA)

Tel No.+91 20 6724 1700 Fax No.+91 20 6724 1709

We also ask that, if you have not already done so, you disclose to the Company any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Company or limit the manner in which you may be employed. It is the Company's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that during the term of your employment with the Company, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved and becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Company. Similarly, you agree not to bring any third party confidential information to the Company, including that of your former employer, and in performing your duties for the Company you will not in any way utilize any such information.

As a Company employee, you will be expected to abide by the Company's rules, standards and employment policies. Specifically, you will be required to sign an acknowledgment that you read and understood the Company's rules of conduct.

As a condition to your employment with the Company, at the time of your joining, you will be required to sign the Company's Standard Employment, Confidential Information and Invention Assignment Agreement.

To accept the Company's offer, please sign and date this letter in the space provided below. If you accept our offer, your first day of employment will be **September 21, 2020**. This letter, along with any agreements relating to proprietary rights between you and the Company, set forth the terms of your employment with the Company and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the Head of Corporate Services and you.

We look forward to your acceptance of this offer and to working with you at Ellie Mae India Pvt. Ltd.

Very truly yours,
ELLIE MAE, INC.



Claudine Rezek
Director, Talent Acquisition

Accepted and Agreed:
Nandkumar Bakale

The contents of this letter are confidential and should be strictly treated as such.

CTC Break-Up

Employee Name - Nandkumar Bakale	Amount / Rs.
Title - Document Processor	
Annual CTC	₹2,20,000 /-
Monthly CTC	₹18,333 /-
Monthly CTC Breakup	
Basic Salary (Max Cap)	₹6,600/-
House Rent Allowance (40% of basic)	₹2,640 /-
Employers's contribution to PF	₹1,800 /-
India Allowance	₹7,293 /-
Total Monthly	₹18,333 /-
Plus Gratuity (Eligible on completion of 5 years)	₹3,808 /-

Signature: 
Nandkumar Bajee Rao Bakale (Sep 13, 2020 19:13 GMT+5.5)

Email: nandbakale@gmail.com