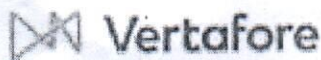


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June 22, 2020

Mr. Sairam Reddy Korimilla

Dear Sairam Reddy Korimilla,

Further to our discussions, Vertafore India Private Limited, a company incorporated under the Companies Act, 2013 (hereinafter referred to as the "Company" or "Vertafore India") is pleased to offer you employment with the Company for your exclusive full-time services as a **Software Trainee** on and subject to the following terms and conditions:

1. **Gross Salary.** You would be entitled to a gross salary of up to INR [285,508] per year, subject to deduction of tax at source in accordance with the applicable laws of India including the Income Tax Act, 1961. The breakup of such gross salary is set forth on Schedule A attached hereto. All entitlements are included as part of your gross salary and are set forth in Schedule A attached hereto.
  - a. **Cost to Company.** Your annual cost to company will be INR 300,000.
2. **Service Agreement.** You will be required to execute an indemnity bond for a period of 36 months, including the training period. Further, you are required to deposit an undated surety cheque amounting to INR 100,000.
3. **Benefits.** You will also be eligible for medical benefits required to be paid to you by the Company and the Company's standard benefit plans the first of the month following your date of hire. You will be responsible for paying a portion of your benefits plans, if required under applicable law and in accordance with Vertafore India policy. Information regarding the benefit plans offered by the Company will be available through the Human Resources Department.
4. **Level.** Based on your title and salary upon hire at the Company your level will be Level - Primary. Your level within the organization helps to determine your additional benefits and rewards that you are eligible for.
5. **Payment.** All of your compensation will be payable in accordance with the Company's normal payroll practices as they relate to time and frequency of payments and payroll deductions. Payments of salary, benefits (if any) and performance variable bonus (if any) will be subject to all applicable taxes and other withholdings.

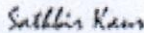
6. The commencement of your employment would begin on **October 12th, 2020** or such earlier date mutually agreed to by you and the Company in writing.

7. This offer, and the commencement of your employment with the Company, is expressly conditioned upon your agreement to, and the execution of, a formal Employment Agreement in the form attached hereto as Schedule B to be entered into between you and the Company prior to the commencement of your employment.

Please confirm your acceptance of the foregoing by signing the duplicate in the appropriate place and returning it to the undersigned within 7 days of issue.

We look forward to hearing from you and hope that this offer will result in a long and mutually rewarding association.

Yours sincerely,  
Sathbir Kaur

Digitally signed by  
  
1.6461297027448  
Authorized Signatory  
For Vertafore India

Agreed and Accepted:

Sign  
↓

Full Name: Saranam Reddy Korimilla

Date: 6/23/2020 | 11:05 AM MDT

Schedule A  
Breakdown of Annual Salary

<b>Gross Pay</b>	<b>100%</b>	<b>INR 285,500</b>
Basic Pay	35% of Gross Pay	INR 99,928
House Rent Allowance	20% of Gross Pay	INR 57,101
Food Allowance	15% of Gross Pay	INR 42,825
Medical Allowance	10% of Gross Pay	INR 28,550
Conveyance Allowance	10% of Gross Pay	INR 28,550
Other Allowance	10% of Gross Pay	INR 28,550
<b>Statutory Payments</b>		
Employer Contribution to Provident Fund (PF)	12% of Basic Pay (Ceiling is INR 1800)	
Gratuity		
<b>Additional Benefits</b>		
Medical Insurance	Rs. 500000	
<b>Deductions</b>		
Certification Fee Reimbursement (Developers, Testers & IT team)	Rs. 2500 per annum	
Employee PF	12% of Basic Pay (Ceiling is INR 1800)	
Professional tax	Rs. 2400 per annum	