

Date: 12/03/2025

Dear Mr. Vivekananda Malladi,

We are pleased to give our offer of employment to you for a position with WebileApps (India) Private Limited ('WebileApps' or 'the Company') as a Software Engineer-React. Native effective from 17/03/2025. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached to this employment letter.

Please take the time to carefully review our offer. This letter, along with the enclosed terms and conditions and Annexures, outlines the obligations of both *WebileApps* and yourself with respect to your employment conditions, and is governed by the laws of India. It details the terms and conditions of your employment with *WebileApps* and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Annexure(s), initialling each page at the indicated place/ in the right-hand corner, and returning it to the company upon your earliest convenience, but prior to your first day of employment.

Vivekananda Malladi, we look forward to welcoming you to the *WebileApps* team and wish you a successful and rewarding career with us.

**Name: Dileep Teja K.S.****Head of Service Delivery & Talent Acquisition****WebileApps (India) Private Limited****WebileApps (India) Private Limited** 

Registered Office:

301, The Centrium, 3rd Floor, 57, Lal Bahadur Shastri Road, Nav Pada,
Kurla (West), Mumbai – 400070, Maharashtra, India

CIN: U72300MH2011PTC430927

Terms and Conditions of Employment

The following outlines the terms and conditions of employment with *WebileApps*. The Company reserves the right to change these terms and conditions as necessary, with due notice.

1. Representation:

You hereby warrant and represent to the Company that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Non-disclosure agreement and non-compete agreement or to perform your obligations hereunder and that you will not, by joining Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.

2. Performance of Duties

You agree that during the time of your employment with the Company (the 'Employment Period') you shall devote your full business time to the business affairs of WebileApps and shall perform your duties faithfully and efficiently subject to the direction of the authorized persons of the WebileApps; provided that the foregoing shall not limit or prevent you from serving on the board of directors of charitable organizations or other business corporations not in competition with the Company

3. Compensation

Subject to the provisions of this Agreement, during the Employment Period you shall be compensated for your services in terms of Annexure A to this Agreement. You would be entitled to such revisions in compensation as deemed necessary by the Management of the Company from time to time.

4. Probation

You shall be on probation for a period of Three (3) months from the date of joining the Company. The same may however be extended or the contract of employment may be terminated, if so, deemed necessary by the management. On completion of such time, based on performance, your employment would be considered confirmed.

5. Leave

Subject to the provisions of this Agreement, during the Employment Period you shall be entitled to leave as per leave policy of the company. You would be entitled to such revisions in the leave policy as deemed necessary by the Management of the Company from time to time.



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6. Resignation:

Should you wish to resign your employment with Company, you will be required to provide two (2) months' written notice to enable us to transition your work.

In the event of non-completion of notice period, you would be liable to pay back to the Company such amount as is equivalent to your salary in *lieu* of the unserved notice period.

Waiver of notice period is solely up to the Management's discretion and Employee would not be entitled to any right of waiver whatsoever.

7. Change to duties and/or compensation:

If your duties or compensation should change during the course of your employment with Company, the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.

8. Termination:

Company may terminate your employment at any time for any cause. After the end of your probationary period, Company may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice, amount equivalent to one (1) month' salary. The Company reserves the right to terminate your employment, without notice and without payment of compensation in lieu of notice period of 1 month, for reasons of non-adherence to Company policies, disciplinary grounds etc.

9. Policies and Standards:

Company has established a variety of policies and standards that ensure a safe, enjoyable working environment. During your Employment Period, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies is within the sole discretion of the Company and that these policies do not form a part of this Agreement. It is agreed that if Company introduces, amends or deletes employment-related policies as conditions warrant that such introduction, deletion or amendment does not constitute a breach of this Agreement.

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10. Non- Compete

Our offer of employment is conditional upon you agreeing to and abiding by the “Non- Compete Agreement” that you shall execute alongside this employment agreement and the Non-Compete Agreement shall be equally binding on you as this employment agreement.

11. Non-Disclosure

Our offer of employment is conditional upon you agreeing to and abiding by the “Non- Disclosure Agreement” that you shall execute alongside this employment agreement and the Non-Disclosure Agreement shall be equally binding on you as this employment agreement.

12. Remedies

If at any time, you breach to a material extent any of the covenants or agreements entered into with the Company, the Company shall terminate all of its obligations to make further payments under this Agreement. You acknowledge that the Company would be irreparably injured by a breach of the terms of agreement and agree that the Company shall be entitled to an injunction restraining you from any actual or threatened breach of terms or to any other appropriate equitable remedy without any bond or other security being required.

13. Non-Assignment

Your interests under this Agreement are not subject to the claims of your creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

14. Successors

This Agreement shall be binding upon and inure to the benefit of the Company and its successors in business and assigns and upon any person acquiring, whether by merger, consolidation, purchase of assets or otherwise, all or substantially all of the Company's assets and business.

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15. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

16. Severance

In case of severance of this agreement, either party shall give a notice of one month of such severance. However, the Company has authority to terminate the agreement without any notice

in case of any professional misconduct or negligence or violation of non – disclosure clause by the employee.

Sincerely,



Name: Dileep Teja K.S.

Head of Service Delivery & Talent Acquisition

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Annexure A**Name:** Vivekananda Malladi**Designation:** Software Engineer-React. Native

You shall be compensated at INR. 8.5 LPA and shall be entitled to revisions in compensations as deemed necessary by the management of the Company from time to time. Compensation breaks up is provided below:

Component	Monthly	Yearly
Basic	28333	339996
HRA	17000	204000
Special Allowance	19739	236872
LTA	2361	28333
PF	3400	40800
CTC	70833	850000

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