

Date: 10th July, 2018

Mr. Thatiparthi Bhaskar ,
Veerampalli, Manubolu,
Nellore, Andhra Pradesh-524405.

SUBJECT: APPOINTMENT

Dear Thatiparthi Bhaskar ,

Congratulations! With reference to your application and the subsequent interview, we have pleasure to appoint you as **Software Developer** in our organization as per the terms and conditions mentioned here under.

Your joining date will be on or before **20th July, 2018**.

The appointment will take effect from the date of your joining.

You will receive a total compensation package of **Rs. 3,30,000 PA**. The breakdown of compensation and benefits applicable to you is as per **Salary Structure**.

TERMS OF EMPLOYMENT

1) Probation:

You would consider as a probationary employee of **Airwise Soft** (referred to hereinafter as "Company") associate for minimum period Six (6) months. If your performance and conduct at the end of this period are considered satisfactory, your employment will be confirmed. If your performance and/or conduct do not meet the management expectation during the probationary period your services may be terminated with a written notice of one (1) month. However, the company reserves the right to extend the probationary period if deemed essential.

2) Hours of Work:

- 2.1. A working day shall comprise of nine hours, includes a break of one hour for lunch, dinner or tea breaks.
- 2.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
- 2.3. At times you may be required to work beyond 8 working hours.
- 2.4. Employees at the client sites shall follow the working hours as applicable at client site.

3) Place of Employment:

- 3.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
- 3.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

4) Travel:

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

Personal appraisal: Your emoluments will be reviewed annually on the basis of your performance in the company. The first such review will take place in April subject to your eligibility for increment program and annually thereafter in April of each year. The increments and performance bonus mentioned in the annexure will be payable for the calendar year as per the policy.

5) Notice Period:

Your employment is subject to one (1) month notice in writing on either side or payment of salary in lieu of notice.

6) Confidentiality:

Your designation may be changed at the discretion of the Company depending on the work assigned to you, You will attend your duties and discharge the responsibilities entrusted upon you as per the working hours scheduled by the management for your department or functional area.

The schedules for working hours and weekly off authorized by superiors will have to

be compiled all the time. Such schedules are subject to changes and modifications depending upon exigency of work.

You may be transferred from one shift to another as and when need arises and also you may be required to work for extra hours keeping in view the urgency of work as deemed necessary by your superiors.

All information and materials, Whether written or oral, relating to the business, operations, production and or commercial secrets of company including your function and work experience at company, or of company's representatives, to a transaction released or disclosed to you by company or by company's clients or obtained by you in any other ways during the course of your employment with company, which are not in the public domain and which are the reasonable opinion of company, confidential (collectively referred to as the "Confidential Information"), shall be kept strictly secret and confidential by you during your term of employment with company. You hereby undertake that you will not, whether during the Term of or after the termination of Contract.

- i) Divulge or communicate through publications, interviews, lectures or other methods to any other person any of the Confidential Information.
- ii) Use any such Confidential Information for personal purposes or for purposes other than the legitimate performance of your obligations;
- iii) Through failure to exercise due care and due diligence cause
- iv) Unauthorized disclosure of such confidential information or business secrets.

You agree that during the term of your employment with any person, company or organization in competition with company, nor, on your own account or as an agent of such person, company or organization, render services which are in competition with company, including but not limited to collecting or providing any relevant information, whether gratuitous or not, to such person, company or organization.

7) Medical Fitness:

Your appointment and its continuance are subject to you being found and remaining to be physically fit by the company appointed medical officer. The company will also conduct such tests, as it feels necessary, every year.

8) Leaves and Holidays:

You will be entitled to such leaves and holidays as may be decided in the company policy therefore as applicable from time to time.

9) Retirement Age:

Your normal retirement age will be 58 years. On joining the company you will produce proof of your age as is legally acceptable.

10) Income Tax:

The Company will deduct taxes from your emoluments as per the provisions of the Income Tax law in force.

11) Training:

You are likely to be sent abroad for advanced training. In such an event you would be required to execute a bond promising to continue employment with the Company for a pre determined period. Otherwise, you will be liable for the expenses incurred by the company for providing such training.

12) General:

You will not at any time, without the consent of the undersigned, disclose or divulge or make public, except on legal obligation, any information about the business, affairs or secrets of our Company or that of the Establishment you will be working for, whether the same may be confined to you or become known to you in the course of your services and work in the establishment or otherwise, to any other individual or Institution or any customers, while working in the establishment or even after you leave our services.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

Depending upon the timing prevalent in the establishments where your services are made use. If you conceive any new or advanced methods of improving the work or system in relation to the operation of the Establishment or its business, such developments will be fully communicated to the establishment.

The above terms and conditions are based on the Company's policies. Procedures and rules as applicable and are liable to be changed from time to time.

- i) The Company expects you to work with high standards of efficiency and integrity.
- ii) You would be presently posted at the Company's Office **201, 2nd Floor, Anandi Complex Near Ganapati Chowk Vishal nagar, Pimpale Nilakh, Wakad, Pune, Maharashtra 411027.**

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the under signed by either mailing it or handing it over to us.

Yours Sincerely,

For Airwise Soft



**For and on behalf of
Airwise Soft
Rajesh Shukla-HR Manager**

Your revised Compensation and Benefits Structure is given below for your reference.

SALARY STRUCTURE		
Name:	Thatiparthi Bhaskar	
Location:	Pune	
Designation:	Software Developer	
Component of salary	Monthly	Annually
Basic	9860	118320
House Rent Allowance	4930	59160
Medical Allowance	1250	15000
Conveyance Allowance	1600	19200
Special Allowance	4437	53244
CCA	5423	65076
Total Compensation	27500	330000

Note:

It is expected that individual compensation package would not be shared with other employees. The above compensation structure is subject to change without affecting emoluments adversely. Applicable tax would be borne by the employee.