

## MAGANTI GROUP, LLC

SOFTWARE DEVELOPMENT, CLOUD SERVICES AND TRAINING

Email: [hr@magantigroupllc.com](mailto:hr@magantigroupllc.com)

<http://www.magantigroupllc.com>

5 Meadow Street, Suite 202

Naugatuck, CT – 06770

Phone: (203)-567-0212

---

**April 11,2017**

**Ms. Seema Dhital**  
**66/2 Lantern Park Drive**  
**Naugatuck, CT 06770**

**Dear Ms. Seema Dhital:**

Welcome to Maganti Group LLC!

With reference to your discussion with us, we are pleased to offer you a position of employment as a **Programmer Analyst** on the following terms and conditions:

**1. Responsibilities:** As a **Programmer Analyst** you will render all duties as discussed. A brief outline of the key job functions are:

- A. As a **Programmer Analyst** your primary responsibility would be to abide by the assignments given by the Maganti Group LLC's Supervisor.
- B. You will also be responsible for sending weekly status report and time sheets on the work done to Maganti Group LLC's Supervisor.
- C. Your assignment with roles and project will be separately discussed.
- D. In your first week of your work employment, you shall take the initiative to have your key result areas finalized for your assignment as per the prescribed standards of Maganti Group LLC. The signed off document shall be submitted to HR Department, no later than one week of your joining. During the term of your employment, you will devote your full abilities to the performance of your duties, and agree to comply with Maganti Group LLC's policies and standard in force.

**2. Compensation & Benefits:** Your commencement date for the new project will be April 24,2017. You will be paid at the rate of US \$32.00/Hour (US Dollars Thirty-Two Per Hour Only), payable monthly, fewer amounts withheld for statutory reasons and by your directive. Additionally, effective with your date of hire, you will be eligible for benefits from Maganti Group LLC's employee benefits package. During your first day of employment you will go through an Orientation and will receive an enrollment package, which explains the benefits and enrollment process. At the present time, Maganti Group LLC benefits for which you will be eligible include:

**Health Benefits:** Effective with your date of hire, you will be eligible to enroll in Maganti Group LLC's health insurance plan. This plan covers all standard benefits such as health and life insurance until the time period of your employment at Maganti Group LLC. You will be paying employee contribution. Your health benefits will be terminated upon your employment termination from Maganti Group LLC.

The above information only highlights the benefits that Maganti Group LLC currently provides its employees. Each of the benefit's official plan documents govern the plans and they may be modified, changed or

## MAGANTI GROUP, LLC

SOFTWARE DEVELOPMENT, CLOUD SERVICES AND TRAINING

Email: [hr@magantigroupllc.com](mailto:hr@magantigroupllc.com)

<http://www.magantigroupllc.com>

5 Meadow Street, Suite 202

Naugatuck, CT – 06770

Phone: (203)-567-0212

---

eliminated, with or without notice, at any time, during your period of employment. If there is a difference between the highlights and the plan documents, the official plan documents will take effect.

**Scope of Employment:** Your employment will commence after successfully obtaining Non-Immigrant Work Permit from Bureau of Citizenship and Immigration Services (BCIS).

**3. Status Reports:** You will provide Maganti Group LLC with any reports that are deemed necessary, including time sheets, periodic summaries of your work-related activities and professional accomplishments.

**4. Confidentiality:** You will be required to sign and abide by the terms of confidentiality agreement, which will require that you hold in trust and not disclose to any party, directly or indirectly, during your employment with Maganti Group LLC and hereafter, any confidential information relating to the compensation offered to you, research, development, trade secrets, customer prospect lists or business affairs of Maganti Group LLC or its clients.

**5. Non-Solicitation:** You agree not to provide software services to any of Maganti Group LLC's clients (except as directed by Maganti Group), for that matter to any company to whom Maganti Group introduced you to provide or attempted to provide services directly or indirectly, while employed by Maganti Group LLC and for a period of one year thereafter. If you breach this, you shall pay Maganti Group \$25,000.00 (Twenty Five Thousand USD) immediately.

**6. Termination:** Maganti Group LLC is an "at will" employer and nothing contained herein or in any other agreement shall alter the "at will" employment relationship that exists between Maganti Group LLC and you. Both you and Maganti Group LLC have the right to terminate your employment at will, with or without cause at any time. You need to give at least two weeks advance notice in writing and Maganti Group LLC shall provide reserves all of its rights as an "at will" employer, including the right, in the sole discretion, to change your position, responsibilities, compensation and the location of your employment. If you have any outstanding salary advances, the full balance is due at the time of termination, including the value of unreturned Maganti Group LLC property, any other advances and company credit card dues.

You understand and acknowledge that when the project/work to which you have been assigned has been completed, and then Maganti Group LLC shall exercise its discretion to terminate your employment without cause in the event that Maganti Group LLC is unable to assign you to another project/work.

If you terminate this agreement within one and half year of the start dates your employment, you will be responsible for part or whole of the cost incurred by Maganti Group LLC in transitioning your employment into Maganti Group LLC. If you have any outstanding salary advances, the full balance is due at the time of termination, including the value of unreturned Maganti Group LLC property, any other advances and company credit card dues. If any information provided by you is found to be incorrect your offer/services will be terminated with immediate effect.

You are expected to maintain your contact information and mailing address with Maganti Group LLC at least 1 year after your termination. You are obligated to produce your new employment information to establish documented evidence of Non-Solicitation compliance.

## MAGANTI GROUP, LLC

SOFTWARE DEVELOPMENT, CLOUD SERVICES AND TRAINING

Email: [hr@magantigroupllc.com](mailto:hr@magantigroupllc.com)

<http://www.magantigroupllc.com>

5 Meadow Street, Suite 202

Naugatuck, CT – 06770

Phone: (203)-567-0212

---

**7. Liquidated Damages:** It is agreed between the parties that no exact measure to the damages to be caused to Maganti Group LLC by breach of this agreement can be determined. For the purpose of liquidating the amount of said damages, and not as a penalty, in addition to and cumulative with not exhaustive of any other rights and remedies available to Maganti Group LLC, it is agreed that in case of breach of contract by you of the provisions there herein the damages there by causes shall be liquidated and determined without constituting as an adequate remedy at law. These liquidated damages shall equal to \$25,000.00 USD. The liquidated damages shall be collected by Maganti Group LLC from your wages, bonus or any other payment which Maganti Group LLC owe you, otherwise owed to you.

**8. Governing Law:** This agreement shall be governed by and construed and enforced in accordance with the laws of the State of Connecticut. The parties hereby agree and stipulate that this Agreement shall be deemed to have been entered into in the State of Connecticut. Any claim or cause of action arising out of or connected with this Agreement shall only be brought in the United States District Court for the State of Connecticut.

To indicate your acceptance of the Company's offer, please sign this letter in the space provided below, and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Maganti Group LLC.

Best Regards,

---

**Gita Poudel**  
**Sr. Human Resources Manager**  
**Maganti Group LLC**

### ACCEPTANCE:

I, Seema Dhital, declare that I read and understood the above terms and conditions of Employment and hereby signing my acceptance to the said offer of employment without any condition, by signing below.

**Name:** Seema Dhital

**Signature:** 