

06 June 2019,
Hyderabad.

To,

Manoranjan Sahoo,

Sub: Offer cum Appointment

Dear Manoranjan Sahoo,

With reference to your application for the position “**Software Intern**”, we have pleasure in offering you employment from **19 June 2019** at our **Hyderabad** office on the following terms and conditions:

1. You will be on probation for a period of 6 months from the date of commencement of your service, which period may be further extended at the discretion of the company. During probation, you will be entitled for an Annual salary of Rs **2,19,996**. detailed Salary Break up given below.

Salary Head	Per Month (In Rs)	Per Annum (In Rs)
BASIC	8,142	97,704
HRA	4,071	48,852
CONVEYANCE	1,600	19,200
MEDICAL	1,250	15,000
MGT. ALLOWANCE	1,316	15,792
SPECIAL PAY	1,954	23,448
C.T.C	18,333	219,996

At the end of the probation period, provided that your services have been found satisfactory, your appointment will be confirmed, in writing by the company.

During the probation period, your services are terminable by one month notice on either side or salary in lieu thereof.

2. Increments are not automatic but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by our performance appraisal systems.
3. On confirmation, notice period for severance will be on three months notice on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary.
4. (a) Your designation is merely indicative of the responsibilities which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
 - a) Your salary is strictly confidential and we expect that you maintain the confidentiality of the same.
5. During your employment, the company may nominate you to attend training that

might involve considerable cost. Similarly you may be deputed to clients site to gain knowledge and utilize the same to execute projects in India. You are expected to serve the company on completion of the training/knowledge transfer for a specified period as required by the company. This will be documented prior to your training/travel to customer site.

6.

- a) You will devote full time to the work of the company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- b) You will assign the Company right, title and interest in any invention or improvement that you may make solely or jointly in the course of your relating to the products/services marketed, based, developed and you will perform any acts, execute such documents without expenses to you which, in the judgment of the Company, may be needful or desirable to secure to the Company patent protection and any/all rights relating to invention or improvements.
- c) You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- d) You shall regularly sign the attendance sheet or register maintained by the Company for the employees of your cadre.
- e) You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- f) You will forthwith inform the Company of any change in your residential address.

7.

During the term of employment and in the event of ceasing the services of the Company for whatsoever reason, you agree that, in addition to any other limitation during the term of your employment and for a period of one year after the termination of your employment, you will not directly or indirectly;

- (i) Solicit or accept employment with any OASIS INFOTECH LIMITED., or its Subsidiaries (OASIS INFOTECH LIMITED.,") client to which you provided services as OASIS INFOTECH LIMITED., employee.
- (ii) On your behalf or as a partner or as an officer, director, an employee, agent or shareholder or any other entity; or person or as a trustee, fiduciary of other representative or any other person or entity.
 - (a) Employ, solicit the employment of, or encourage or aid any other party to employ or solicit the employment of any INDOLOGIS SERVICESPVT LTD., employee or independent contractor to terminate employment with OASIS INFOTECH LIMITED,
 - (b) Contact any persons or companies which are customers or prospective customers of OASIS INFOTECH LIMITED, or any of its affiliates or subsidiaries for the purpose of soliciting the customers or prospective customers in competition with OASIS INFOTECH LIMITED,its affiliates or subsidiaries nor solicit or divert or cause anyone to solicit or divert, any such customers or prospective customers from OASIS INFOTECH LIMITED,its subsidiaries, affiliates.

For the purpose of point No.(i) & (ii) above, OASIS INFOTECH LIMITED.,client means any organization or person or Franchisee to which for a fee or charge,

OASIS INFOTECH LIMITED., has provided services. A prospective client means a person, or any other organization or person to which OASIS INFOTECH LIMITED, has within the twelve months period preceding such termination or separation of employment, submitted a proposal to provide services, the preparation of which included your direct involvement.

8. Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may, at any time, be transferred to any of the offices of the Company, its associates, organizations with whom the company has transactions, whether the office, subsidiary, associate or organization is in existence today or is to be set-up hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, however, in case of emergency such transfers may be made effective immediately.
9. (a) You will observe working timings and holidays as applicable to your location and place of work.
(b) On your transfer to any other place as stipulated in clause (8), you will observe the working timings and holidays as applicable to the location and place of work where you have been transferred without any change in remuneration.
11. The age for retirement from services in the company is 58.
12. You will be governed by and shall conform to the service rules of the Company.
13. The appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. The company reserves the right to ask you to undergo medical examination if and when considered necessary.
15. This appointment is subject to your not being a partner or relative of a Director of the company within the meaning of Section 314 of the Indian Companies Act, 1956. A list of Directors is available in the Head Office for perusal.
16. Your appointment is subject to your submitting copies of mark sheets / certificates in respect of all your educational qualifications.
17. This offer is subject to proper release from your present employer.
18. Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment within seven days of receiving this letter.

Yours Truly



Aarushi K
Sr. Manager- Human Resource
OASIS INFOTECH LIMITED.,

(Signature and Date)