



19th December 2017

Mr. Dheeraj.V,
No 41/89,
Bazaar Street,
Dharmapuri- 636701.

Dear Dheeraj.V,

MSys Tech India Private Ltd. (referred to as Msys), is pleased to offer you employment as **Senior Software Engineer , Chennai**. The purpose of this letter is to describe the general terms and conditions of your employment with Msys Tech India Private Ltd, Chennai. with effect from **20th February 2018**.

JOB RESPONSIBILITIES

Your job will have such responsibilities as discussed with you during your interviews. The position will also include other related duties and responsibilities that may be assigned to you by your supervisors.

COMPENSATION

Your annualized starting salary will be **INR 750000/-** per year (Please refer to Annexure), paid in accordance with Msys's normal payroll practice, subject to deduction of all applicable taxes.

BENEFITS

You will be eligible for benefits commensurate with the benefits offered to all other Msys employees of a similar status, subject to any applicable restrictions or waiting periods. Benefits include:

- Medical Insurance
- Food Plus Card

Msys's policies and plan documents will govern benefits provided to employees. The benefits described in this letter are provided for informational purposes only. At Msys's discretion, policies and benefits may be changed and this letter does not establish any vested rights in benefits. If you have specific benefits questions, please contact HR for any needed information.

EMPLOYMENT ELIGIBILITY

This offer of employment is contingent upon submission of your original education credentials and experience certificates. In addition, this offer is contingent upon satisfactory completion of a reference check.

CONDITIONS OF EMPLOYMENT

In the unfortunate event you decide to leave Msys, you shall give two months'notice.If you leave the employment without giving the requisite notice or payment in lieu thereof, a sum equivalent to the salary of the notice period shall be deducted from your dues, if any, in the first instance, and that this letter shall be deemed to be an authority for such deduction. Any amount remaining outstanding after the above deductions shall be recovered from you as dues to the company.

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Johns Creek, GA 30022
Ph:+1 770-809-3217
info@msystechnologies.com

MSys Tech India Private Limited.
ASV Chandilya Towers, 8th floor,
No:5/397, Rajiv Gandhi Salai (OMR),
Okkiyam Thoraipakkam,
Chennai, Tamil Nadu 600096 IN
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It is Msys's policy not to infringe upon the proprietary information, trade secrets, or confidential information of third parties. In addition, it is Msys's policy not to interfere with third parties' contractual or business relations. Therefore, we also write to confirm that you have represented that you are not presently under any contract or agreement with any party that would prevent you from performing the duties assigned by Msys, and that you are not subject to or in breach of any agreement, including any agreements concerning trade secrets or confidential information owned by any other party.

Finally, we write to confirm that during the course of your employment, you will not use or disclose any confidential information or trade secrets of any former employer or third party unless authorized in writing by the former employer or third party

As a condition of your employment, you will be required to sign an Employee Covenants Agreement containing, among other things, nondisclosure, non-solicitation and non-competition provisions when you begin work with Msys.

Dheeraj.V, Msys is a company that grows and is enriched by the contributions of its employees, and we look forward to your continued enthusiasm. We believe that your employment with Msys will be both personally and professionally rewarding.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Joshua Clements', is written over a large, faint, light blue MSys logo watermark.

Joshua Clements
VP of HR, IT & Operations

Accepted :

By : V Dheeraj

Name : Dheeraj V

Date : 20/12/2017



ANNEXURE

NAME : DHEERAJ.V

CURRENT POSITION : SENIOR SOFTWARE ENGINEER

PARTICULARS	MONTHLY (INR)	ANNUAL (INR)
Basic Salary	21875	262500
HRA	10938	131250
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Leave Travel Assistance	2500	30000
Food Plus Card *	1000	12000
Special Allowance	19194	230325
Gross Salary	58356	700275
Medical Insurance Premium **		15000
Provident Fund		21600
Gratuity		13125
ANNUAL COMPONENT		49725
TOTAL COST TO COMPANY	62500	750000

Food Plus Card *- FPC provides you to avail income tax exemption benefit up to INR 2,000/- per month or up to your entitled amount, whichever is lower. In case if you want cash in exchange of the existing FPC, you will have to give such request by mail to your HR department.

Medical Insurance Benefit ** -You will be entitled to a Group Medical Insurance policy worth INR 5 Lakhs. Under this policy, along with yourself you can cover your spouse, up to 2 children. The premium paid for the same is exempted under Section 17 of Income Tax up to a limit of INR 15,000/-. In case, if the premium amount is more than your entitled Medical allowance, the same will be deducted from your salary on monthly basis. The details of the policy will be given separately.