

KBS-HRD/APP/1009/1467

Date: May 13, 2019

Mr. Gorintla Venkatesh

Bangalore.

Dear **Gorintla Venkatesh**,

Welcome to **Keybell Solutions!!**

This is with reference to the selection process undergone by you for appointment in the service of the Company, we are pleased to appoint you as “**Associate Software Engineer**” in **Keybell Solutions** with effect from **June 10, 2019** on the following terms and conditions.

1. Total Annual Compensation

Your “Annual Compensation” detail is attached herewith in Annexure. Your total compensation inclusive of all benefits will be **Rs.3,00,000 (Rupees Three Lakhs Only)** per annum and will be subject to a deduction of tax at source in accordance with the prevailing laws. Your salary is personal and confidential information Sharing/discussing the same with anybody other than your manager or your HR is not permitted.

2. Location & Office Timings

You will be posted at the company’s office located in Keybell Solutions, No. 108, Level 2 & 3, 27th Main Road, Sector 2, HSR Layout, Bangalore, Karnataka – 560102-India. We work Monday – Friday. Our office timings are 9:30 AM – 6:00 PM.

3. Nature of Employment

This offer is made on the clear understanding that your employment is on whole time basis and that you will not undertake any other part time/full-time work, without the consent of the company. Also, this employment is of continuous nature and does not entail any compensation for any overtime worked by you.

4. Taxes

You will be responsible for your own taxes and the company will deduct taxes at source from your salary as per the existing tax laws of India (only if applicable). Your salary will also be entitled for professional tax.

5. Confidentiality

The Company requires that you shall neither disclose nor divulge or make public, any information concerning the company's or its associate's interests, operations, plan, know-how etc. that you have come to know as an employee of the company, to any outside person or company, except on a legal obligation.

6. Intellectual property

If you conceive any new or advanced methods of improving process/ formulae/ systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain sole right/ property of the Company. The Company will have total rights on such Intellectual Properties. These methods cannot be divulged by you to the third part without the written consent of the authorized authority.

7. Exclusive Employment

You will agree to work exclusively for Keybell Solutions. While in its employment and abide by the company policy on exclusive employment and non-compete. If you are working at a client site/or on a client project, you are not permitted to join the client company until you take a written permission from Keybell Solutions.

8. Assignment, Transfer and Deputation

Though you have been engaged to a specific position, the company reserves the right to determine any department, establishment, branch or location in India or abroad to which you would be liable to be deputed/ transferred/ assigned. This would be subject to the provision that your remuneration shall not be adversely affected. You will be governed by the terms and conditions of service applicable to the new assignment.

9. Training

Postings on a site abroad, or being sent for training would require you to sign an agreement with the company for serving it for a specified period of time, which would be decided by the management. Payment of liquidated damages would also be decided by the company depending on the period of your training and the expenses to be incurred by the Company for your training, stay etc.

10. Termination

Either party may terminate the appointment by giving the other party one-month notice in writing. Also, the company may terminate your services with immediate effect by paying one-month salary and allowances, if any, in lieu of notice, even without assigning any reason thereof. Waiver of notice period is at the sole discretion of the company

ANNEXURE

SALARY STRUCTURE		
Name:	Gorintla Venkatesh	
Department	IT	
Designation:	Associate Software Engineer	
Component of salary	Monthly	Annualy
Basic	9180	110160
House Rent Allowance	4590	55080
Medical Allowance	1250	15000
Conveyance Allowance	800	9600
Special Allowance	4131	49572
CCA	5049	60588
Total Compensation	25000	300000

This is a highly confidential document hence you are requested not to disclose it to anyone else.

Please confirm that the above terms and conditions are acceptable to you by signing and returning to us the duplicate of this Letter of Appointment in token of your acceptance.

We welcome you to **Keybell Solutions** family and we look forward to your long and prosperous career with us.

Yours Sincerely,
For Keybell Solutions Limited,


Ajay Senthil K
Head-Operations



DECLARATION:

I agree to the above terms and conditions.

SIGNATURE:

DATE: