

April 19, 2018

Gottipati Veerendra

Sajjapuram (V),
Santhamaguluru (MD),
Prakasam (DIST), Andhra Pradesh 523302.

Dear Gottipati Veerendra,

We are pleased to offer you employment with Asaplogix Software Private Limited. (Company/ Asaplogix Software Private Limited.) in the position of **Software Engineer**, Corporate Grade 20 at our Mumbai office starting **April 23, 2018**. Your salary details are as mentioned below.

Your gross annual salary will be **INR 3,60,000 (Three Lakhs Sixty Thousand Only)**.

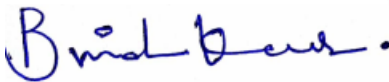
Terms and conditions of employment set out in Annexure – 1 are subject to Company policy and may be changed at the sole discretion of the Company.

Please sign and return one copy of this document indicating your acceptance of the offer of employment.

We look forward to having you on board.

Yours sincerely,

Asaplogix Software Private Limited.



Binod Kumar
Global Head-HRD



Annexure – 1

1. EMPLOYMENT

Your effective date of employment with the Company is your date of joining.

2. PROBATION PERIOD

You will be on probation for a period of Three (3) months and may be confirmed upon successful completion of your probation. Your confirmation shall be at the sole discretion of the Company based on your positive contribution to the Company's objectives. The period of probation may be extended for a further period of Three (3) months or part thereof. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise.

3. COMPENSATION AND BENEFITS

3.1. Gross Annual Salary

Your gross annual salary will be INR **3,60,000 (Three Lakhs Sixty Thousand Only)**. The details of the salary are mentioned in **Annexure-2(A)** and **Annexure 2(B)**.

3.2. Gratuity

Any employee who has completed 4 years and 190 working days of service with the Company is entitled to receive gratuity when he/she leaves the services of the Company as per Payment of Gratuity Act, 1972.

3.3. Insurance

You are entitled to:

3.4.1. Group Medi-claim insurance for you, your spouse and two dependent children – coverage amount of INR 2,00,000/-

3.4.2. Personal accident insurance for you – coverage amount equivalent to twice the annual gross salary.

3.4.3. Term Life Insurance for you – coverage amount equivalent to twice the annual gross salary.

The Company reserves the right to change your compensation and benefits at any time based on your performance and other relevant criteria.



4. SALARY REVISIONS, INCREMENTS AND PROMOTIONS

Your salary increments, promotions and continued employment depend solely on your performance and contribution to the Company. The company will review your salary annually (except where notice has been served by either party to terminate this agreement).

5. OTHER BENEFITS

You are entitled to leave, holidays and working hours as applicable to your corporate Grade/designation and location of posting as mentioned in the EXILANT Employee Manual or the terms and conditions of service that govern your assignment.

6. WORKING HOURS

You will be required to work for a minimum of 44 hours per week. However, the Company reserves the right to alter/change your working hours from time to time, based upon business exigencies and project requirements.

7. TRANSFER

You may be transferred in such capacity as the Company may from time to time determine, to any other location, department, function, establishment, branch, subsidiary, associate or affiliate of the Company. In the case of such a transfer, you shall be governed by the terms and conditions of service applicable to your new assignment.

8. RESPONSIBILITIES

8.1. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of the Company whether directly or indirectly.

8.2. In addition to the Terms & Conditions contained herein above, your employment will be governed by the "Disciplinary Policy" of the company. In case of violation of any of the terms you may be subjected to certain disciplinary actions as per the provisions of the above mentioned policy

8.3. You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per Company policy applicable to you.

8.4. You agree that during the term of your employment with the Company, you will neither engage in any other employment, occupation, other business or activity that is directly related to the business in which the Company is now involved or later becomes involved; nor will you engage in any other activities that conflict with your obligations and full discharge of duties to the Company.

8.5. As an employee you are expected to abide by Company rules and regulations, including submitting weekly time records to your supervisor.



8.6. In connection with your employment and during the term of your employment with the Company, you shall disclose and assign to the Company as its exclusive property, all intellectual property developed or conceived by you solely or jointly with others, without limitation, and shall comply with Company policy related to Intellectual Property.

8.7. You also agree to maintain confidentiality of all confidential and proprietary information of the Company and agree, as a condition of your employment, to sign and be bound by the Company's Confidentiality, Intellectual Property Rights, Non-Compete, Non-Solicitation and Non-Disclosure Agreement.

9. PERSONAL INFORMATION

9.1. You are required to submit details about your identity, education and any other information that the Company may need prior to the effective date of your employment. In addition, the Company may need certain other personal information from you for its records. You agree to provide the Company with such information and also give your consent to the Company to share such information with third parties whom the Company may employ from time to time to verify the information provided by you. You shall inform the Company of any change in your personal information within Seven (7) days of the occurrence of such change.

9.2. You have the option of filing a written request with the Company to withdraw your personal information from the Company's records. The Company, however, retains the right to keep such information on its records, if it is determined that the same is required for the Employee's continued employment with the Company.

10. NOTICE PERIOD

10.1. This contract of employment may be terminated by either party giving the other party, Two (2) calendar months' written notice, or salary in lieu thereof. Either party is not bound to give any reason thereof.

11. TERMINATION

Company may immediately terminate your employment under any of the following circumstances:

11.1. Death: Your employment hereunder shall terminate immediately upon your death.

11.2. Total Disability: Company may terminate your employment hereunder at any time after your Total Disability. For purposes of this letter, "Total Disability" shall have occurred as of your inability to perform the duties and responsibilities contemplated under this letter for a period of more than thirty (30) consecutive days due to physical or mental incapacity or impairment.

11.3. Termination by Company for Cause: Company may terminate your employment hereunder for Cause. For purposes of this letter, "Cause" shall mean:

Any delay by Company in exercising such right to terminate shall not constitute a waiver thereof.

12. GENERAL


12.1. We trust that you have not wilfully suppressed any material information or have provided us any false declaration. Any wilful suppression of material information or false declaration shall result in your dismissal from the Company without assigning any reasons thereof. Please note that you are required to disclose to us any oral or written agreements that you have entered into relating to your commitments under this contract of employment.

12.2. Your employment terms may be specifically enforced legally, if necessary. In this connection, if any of the provisions of this contract of employment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions shall continue in full force and effect.

12.3. This contract of employment supersedes any existing agreement or understanding between you and the Company relating to the same subject matter.

13.4. The terms of the employment shall be governed by the laws of India and Courts in Mumbai shall have exclusive jurisdiction.

Yours sincerely,
Asaplogix Software Private Limited.,



Binod Kumar
Global Head-HRD



I agree to accept employment with the Company on the terms and conditions mentioned above.

Name: **Gottipati Veerendra**

Signature:

Place: **Mumbai**

Date:

Annexure – 2 (A)
Salary Component Details

	Name	Gottipati Veerendra	
No	Designation	Software Engineer	
	Gross Earnings	Amount (Rs.)	
A		Per Month (Rs.)	Per Annum (Rs.)
	Basic	12000	144000
	House Rent Allowance	4800	57600
	Conveyance Allowance	800	9600
	Leave Travel Allowance	1800	21600
	Medical Allowance	1250	15000
	Special Allowance	4220	50640
	Kit Allowance	4800	57600
	Ad-Hoc Allowance	330	3960
B	Total CTC	30000	360000

Exhibit A

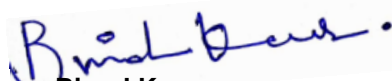
PRIOR INNOVATIONS

☐ NO SUCH PRIOR INNOVATIONS EXIST.

OR

☐ YES, SUCH PRIOR INNOVATIONS EXIST AS DESCRIBED BELOW (include basic description of each Prior Innovation):

 Yours sincerely,
 Asaplogix Software Private Limited


 Binod Kumar
 Global Head-HRD
