



LETTER OF APPOINTMENT

Dear Mr. NIMMAGADDA GOPI CHANDU,

We are pleased to appoint you as JR. SOFTWARE ENGINEER of VVV INFOTECH (VVV GROUP INC.), here in after called the company, under the following terms and conditions.

1. Appointment.

Your date of appoint is effective from the date of joining, which shall be 20th DEC 2018 as a Full Time Employee.

2. Probationary Period.

Initially you will be on probation period of 2 months from the date of joining. On successful completion of the probation period, if in the opinion of the company, your found suitable in the appointed post, the company will confirm you in writing. During that time the terms and conditions of this letter shall continue to bind you, the company may amend as. Based on your performance, the company is at liberty to terminate your services, if found unsatisfactory at any time during the probation period, or extend that probation period, as it deems necessary. You are not entitled to any leaves during probation.

3. Compensation.

Your gross emolument per annum (CTC) is INR 02, 60, 000.00/- changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to affective performance and results during the period and other relevant criteria as per the Company rules. A detailed salary structure is mentioned in Annexure.

4. Administrative:

1	Your Position	JR. SOFTWARE ENGINEER
2	Reporting Supervisor	MOHANKRISHNAREDDY K
3	Location	Hyderabad
4	Reporting Address	Manjeera Majestic Commercial, #813, JNTU Hitech City Road, OPP: JNTUH COLLEGE, Kukatpally, Hyderabad, Telangana 500072.
5	Joining Date	20/DEC/2018



- Salary Components Breakdown:

	Salary Component	Per Annum
Gross Salary Components	Basic Pay	1,53,500.00
	Conveyance Allowance	52,900.00
	Housing Rent Allowance	30,000.00
	Medical Reimbursement	11,600.00
	Special Allowance	12,000.00
	Gross Pay Sub-totals	2,60,000.00
	Total Cost to Company	2,60,000.00

5. Responsibilities.

1. In view of your position and office, to must effectively, diligently and to the best of your ability perform responsibilities and ensure results. You will observe working hours/shifts as communicated to your superior from time to time depending on the exigencies of work. You will be expected to work extra exigencies of work. You will be expected to work extra achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have adverse impact on the reputation/image and business of VVV GROUP INC. Whether directly.
2. You may be required to travel and company work which will be reimbursed travel expenses as per the policy applicable to you.

6. Conflicts of Interest & Non-Discloser.

a. Your position is a full-time employment with company and you will devote your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Managing Director of the Company.

b. You shall not at any time disclose to anyone any information, technical know –how, security arrangements, administration, knowledge, secrets, methods, plan, process, etc..., pertaining to the Company which may be your personal privilege to know by virtue of being in the employment of the Company.



7. Termination.

You will be liable for termination from services by the Company without notice if:

1. Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,
2. You are found to have willfully suppressed any material information, or,
3. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
4. You are found to have individual financial irregularities, or,
5. You breached any of the terms and conditions of your employment as specified in this later, or any future official communication from the Company.
6. Failure to furnish relieving/service certificate from the previous employer or any other documentary proof to substantiate your transition from the previous employer to the reasonable satisfaction of the Company
7. Guilty of insubordination, unauthorized absence, disloyalty, misconduct, non-performance. On communication of termination/resignation of your employment with the Company you will immediately give up to the Company you are relieved, all documents of the Company including correspondences, specifications, formulae books, documents, cost data, market data, literature drawings, effects and shall not make or retain any copies of these items. During the period of management. On confirmation of your services in the Company, your services shall be terminable by giving two months' notice at the discretion of management.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of two months' notice, to enable a smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to hand over charge satisfactorily within the two-month period. This minimum notice of two months cannot be adjusted with payment in lieu of notice period.

8. Intellectual property and confidential information.

Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. Any intellectual property or patents developed by you during your service will be the property of the Company. You will also keep us duly informed if or bound by any confidential agreement with any of your previous employer, in which case you shall keep us identified against any breach thereof by you. Similarly, after leaving the services of the Company, you shall keep confidential proprietary information and technologies, which you were involved with during your service with the company and shall render yourself liable to damages and costs arising out of breach of confidentiality.



VvV INFOTECH

TECHNOLOGY, THE CLEVER WAY, SCRATCH TO INNOVATION

We wish you all the best in your carrier.

Yours sincerely

VvV GROUP INC

ANUSHA B

Executive manager-Human Resources

Declaration

I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty or before above mentioned

Signature: Date:

*Note: This is Computer Generated so no need of Company Authentication Signature and stamp.