



Date: - 1st Jun, 2017
HNCPL/Software Engineer/H509

Sub: Appointment as "Software Engineer"

Dear **JAGILETI HARIHARA NANDANA GOUD,**

This has reference to the discussions you had with us. We are pleased to offer you the position of **Software Engineer**, with High Noon Consulting Private Limited, deputed at, **Deloitte, Hyderabad** on the following terms and conditions:-

1. By accepting this offer you agree to serve a notice period of thirty calendar days from acceptance of your resignation to seek release from the current position.
2. Your annual remuneration shall be Rs. 7, 01, 600.00 pa (Indian Rupees Seven Lakhs One Thousand and Six Hundred Per Annum), standard tax deductions shall be applicable. Refer Annexure I. You are supposed to submit your investment declaration form for the assessment year in order to arrive at your tax liability.
3. The company also reserves the right to terminate your services **without any Notice** or **without any** consolidated amount **in lieu thereof** on the grounds of misconduct, or even in the case of reasonable suspicion of misconduct, disloyalty, commission of any act involving moral turpitude, or any act of indiscipline or inefficiency or loss of confidence.
4. Your services are also liable to be terminated if you absent yourself without leave intimation or remain absent beyond the period of leave originally granted or subsequently extended and it shall be construed by the Company that you have voluntarily abandoned your services, unless you return to work within a period of 8 days from the commencement of such absence.
5. You are not eligible for paid leave for the first three months. After the completion of three months, you are eligible for 12 earned leaves (one per month of service). These paid leaves will be accumulated quarterly (three months) during the current financial year. Per quarter you will be entitled to avail 3 Paid leaves. Un-availed paid leaves shall not be carried forward to subsequent quarter(s).

6. The regular Office Timings allotted to you are 9:00 AM to 6:00 PM IST, 5 days a week. You may be called upon to work in any shift or any time, depending upon the exigencies of the work.

At the Clients' site the timings would be as per Clients' Timings.

7. This appointment is subject to you being medically examined and found fit. The Management has the right to get you medically examined by any qualified medical practitioner during the period of your services. In case you are found medically unfit to continue with the job, you will lose your lien on the job.
8. This appointment is also subject to satisfactory report from your former employers and the references given by you.
9. During the course of the engagement and if the nature of your job so requires, the Company may send you for specialized training within India or overseas in order to enable you to perform more effectively. In such an event you will be required to execute a training bond with the Company.
10. All other Standard Rules of the Company, as existing now and as may be amended from time to time, will be applicable to you.
11. In the event of the State/Central Government enacting any law conferring the same or similar benefits extended to you under this letter, you will be entitled to the more beneficial of the two, but not both.
12. You are required to maintain the highest order of discipline and confidentiality with regard to the work of the Company and/or its Subsidiaries or associate Companies or its Clients. You are required to maintain decorum in accordance with your position. In case of any breach of discipline/trust, your services may be terminated by the Company with immediate effect.
13. All inventions, improvements, discoveries made by you either alone or with other persons will become the sole property of the Company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the Company.
14. You are required to devote the whole of your attention and abilities exclusively for the business of the Company and shall in all respects obey and conform to the regulations from time to time framed and issued by the Company and applicable to you. You shall not, while in the engagement with the Company, be engaged in any other employment, business whatsoever or hold any office of profit or accept any other emoluments without previous consent in writing of the Company.

15. This offer of contract engagement is based on the information furnished in your application for employment. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your services are liable to be terminated without any Notice or any Compensation in lieu thereof.
16. The Company lays emphasis on all statutory compliances and you should ensure compliance with various statutes in your area of operations including Insider Trading Regulations.
17. Tax deductions will be done in accordance with relevant provisions of the Income Tax Act 1961 after considering valid tax exemptions and savings done by you during the period of your employment with High Noon Consulting Private Limited.

You are hereby informed that you have to provide us with information & documents regarding your tax savings investments and expenses within a period of 120 days from the date of joining. In case you fail to provide them then differential tax as may be agreed will be deducted from your salary after prior intimation.

It is hereby informed and you consent that tax deduction shall be done by the employer(as agreed) as per applicable tax rates in force on taxable salary earned from High Noon Consulting Private Limited and that the High Noon Consulting Private Limited (employer) shall not be liable for tax deduction on **prior period income earned by the employee.**

18. You shall, during the term of this Agreement and for a period of one (1) year from the date of expiration or termination of this Agreement, refrain from soliciting, recruiting or hiring, or attempting to solicit, recruit or hire, directly or by assisting others, any Personnel of the Company.
19. Your appointment is with effect from the date of joining, which should in any case be not later than **12th/Jun/2017.**
20. You are requested to please -
 - a. Produce all your originals for a spot verification process.
 - b. Submit a copy of all your credentials for office records duly signed by self.

21. If your engagement on the above term and conditions is acceptable to you, kindly sign the copy of this letter in token of your acceptance and return the same to us for our records by **5th/Jun/2017**.
22. If you fail to convey your acceptance and report on the specified date. It will be presumed that you are not interested on the said engagement and the offer issued to you will be cancelled without any reference.
23. You are required to submit your monthly time sheets along with approval mail from the client as per the company's protocol in order to process your payroll.

We congratulate you and welcome aboard **High Noon Consulting Private Limited**.

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For High Noon Consulting Private Limited.

(Syed Samiuddin Quadri)

Director

Verified By:

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ACCEPTED

Name : Jagileti Harihara Nandana Goud

Father's Name : J. Chandra Mohan Goud

Address & Phones : 8/57, Old Town,
Main Road, Pattikonda,
Kurnool (Dist). A.P. 518380.
+91 8500019158.

Annexure I**SALARY BREAK-UP**

Salary Heads	Monthly	Annualized
Basic	36,833	441,996
HRA	14,733	176,796
Conveyance	1,600	19,200
Medical Reimbursement	1,250	15,000
Special allowance	2,251	27,008
Gross Salary	56,667	680,000
Employer Contributions		
PF (Employer Contribution)	1,800	21,600
ESIC (Employer Contribution)	0	0
Cost to the Company	58,467	701,600
Deductions		
PF (Employee Contribution)	1,800	21,600
ESIC (Employee Contribution)	0	0
Professional Tax	200	2,400
TDS	622	7,464
NETT SALARY	54,045	648,536

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For High Noon Consulting Private Limited.

(Syed Samiuddin Quadri)

Director

ACCEPTED

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