

02-May-2024

Sub: Offer Letter

Pradeep Kumar Pacha
Hyderabad

Dear Pradeep,

Congratulations! Further to your application and subsequent discussions with us, we are pleased to extend our offer of employment to you as a **Technical Architect with InfoMagnus Technologies** (the "Company").

Your total Cost to Company (TCTC) will be **Rs.48,00,000 /-** per annum (Rupees **Forty-Eight lakhs only**).

The detail of your compensation breakdown is given in **Salary Break Up (Page 2)**

This offer is valid till **04-May-2024** and you are expected to join the Organization by or before **06-May-2024**. This offer has been made based on the information furnished by you. However, if there is a discrepancy in the documents / certificates given by you then the company reserves the right to revoke the offer at any time.

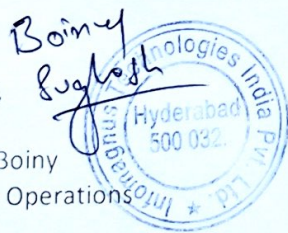
Your employment is governed by the terms & conditions referred to in **Terms of Employment**.

We trust your knowledge, skills, experience, and commitment will be among our most valuable assets. We look forward to you having a successful career at **InfoMagnus Technologies Limited**.
Wishing you all the best,

Welcome aboard!

Sincerely,

Sughosh Boiny
Director - Operations



Pradeep Kumar Pacha

Reg Office: InfoMagnus Technologies India Pvt. Ltd.

Plot No.22, 4th Floor, Municipal No .1-98/9/3/38, Silicon Valley, Lane Beside HDFC Bank, Madhapur,
Hyderabad, Telangana 500081, India. Ph: 040 - 48546933.

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CIN : U72300TG2016PTC103196

GST IN : 36AAECI0710L1ZR

Annexure -
1A
Compensation
Break-up

Name: Pradeep kumar Pacha	DOJ - 06-05-2024
Designation: Technical Architect	Location - Hyderabad

Particulars	Amount (INR)
Base Compensation	
Basic	1911360
HRA	764544
Special Allowance	1850760
Conveyance	19200
Medical Allowances	15000
Food Allowance (optional for tax exemption)	26400
LTA	191136
Fixed Annual Compensation	4778400
Employer PF Contribution	21600
CTC per annum	4800000

Note: IT Deduction subject to savings declaration and Tax Plan Selected Professional

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Terms of Employment

The terms & conditions of our offer of employment to you are as follows:

01. Date of Commencement of Employment:

Your employment with the company shall commence on **06-May-2024**.

02. Location:

You will be based in **Hyderabad**, but the company may require you to work at other company locations and on customer sites either inside or outside India.

03. Probation:

You shall be on probation for a period of ninety (90) days from the effective start date of your employment with the Company.

While on probation, the company can terminate your employment with one (1) months' notice.

You acknowledge and agree that the Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to have provided any information and/or grant any consent or permission required by the Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Company and/or its agents in conducting such verification and/or background and/or reference checks, Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Unless otherwise communicated to you by the Company, the probation period will expire ninety (90) days after your effective start date. The Company reserves the right to extend this probation period beyond ninety (90) days.

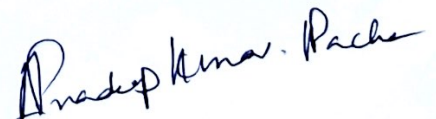
If you desire to resign from your employment during the probation period, you shall provide Company thirty (30) days of prior written notice with reasons for such resignation.

04. Duties:

3.1 The roles, responsibilities, and duties appropriate to your designation or your employment will be specified by the Company from time to time. The company may at any time, in its sole discretion, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to the Company and its affiliates and their employees, contractors and clients.

05. Hours of Work:

A working day shall comprise nine (9) hours, irrespective of shifts, and a break for an hour (in the aggregate)



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You may be required to work on a shift basis. Shifts may be scheduled across twenty-four (24) hours a day, seven (7) days a week and three hundred sixty-five (365) days a year. Company, may at any time and in its sole discretion, change the shift timings.

06. Leave:

You will be eligible for 1.75 days of leave per month or 22 days per annum. We have only one type of leave which is called General Leave (EL+SL+CL). Apart from the General Leave, the policy also covers special leaves such as, up to 5 days for Paternity Leave and 5 days for bereavement.

07. Notice Period

You will be required to give one months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the One months' notice period. Similarly, the Company can terminate your services by giving one months' notice or salary thereof.

08. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details, and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

09. Insurance

Once your probation period is completed You will be covered under the life insurance policy managed by InfoMagnus Technologies India Pvt Ltd.

(i) Premium towards Group Medical Coverage (GMC) for self and family. The maximum coverage under GMC is 500,000/- per annum per family which covers Self + 5 Dependents.

I have read, understood, and agree to the terms and conditions as set forth in these Terms of Employment. My acceptance is as of the day and year written below.

Signature: Pradeep Kumar Pacha
Name: Pradeep Kumar Pacha
Date: 6/5/2024

For InfoMagnus Technologies India Pvt. Ltd.
InfoMagnus authorized signatory: Boiny Sugath
Name: Boiny Sugath
Date: 06/05/2024
Authorised Signatory

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Annexure III: Company Property Possession Contract

I, _____ acknowledge that while I am working for InfoMagnus, I am expected to take proper care of company equipment. I hereby accept the responsibility for all property issued to me throughout the course of my employment with InfoMagnus.

I understand that I am required to return all Company property upon request or at termination of employment. I authorize InfoMagnus to deduct from my final pay check, in accordance with applicable laws, the cost of any items lost and/or not returned by me; or returned in a damaged or unacceptable condition. InfoMagnus may also take all action necessary to recover or protect its property.

Equipment list	New/Used	Price of Item	Employee initials	Returned
Laptop,	Used			
Charger				
Latitude-5590				
SN: 4LMGTT2				
i7 Proc, 32GB				
RAM, 500GB				
HDD				

Comments/Notes: _____

6/5/2024
Date

Pradeep Kumar. Pichu
Employee Signature

Date

Boiny English
InfoMagnus Authorized signatory



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