



Infyshine Technologies Private Limited
Visakhapatnam, Andhra Pradesh, India.
CIN U72200AP2015PTC097629

Ref:Infy-IN/2021-22/FTE/00059

To

Jul 20, 2021

Mr. Purushotham Nadipalli
Visakhapatnam, India

Dear Purushotham,

REF: EMPLOYMENT OFFER AS LEAD PRODUCT ENGINEER

We are very pleased to offer you a full time position as **Lead Product Engineer** with Infyshine Technologies (P) Limited at our Software Development center in Visakhapatnam, India.

As discussed, your Annual Compensation (Cost To Company) for this position will be **Rs. 15,00,000/- (Rupees Fifteen Lakhs Only)**.

The above compensation are inclusive of all statutory deductions. Any revision in pay will be upon completion of One Year of Service with Infyshine, subject to, you meeting the expectations of the management / clients you are assigned to work, in terms of your performance. However, our annual performance review period is April through 31st of March and any revision in pay to the employees joining between the said period will be only after completion of 12 months of service, and if required, calculated on prorata basis depending of the date of joining.

Apart from your compensation mentioned above, the Company will provide you the benefits listed below:

1. Group Medical Insurance coverage is applicable to you and your immediate family(spouse and children) as per the declaration submitted by you to the company at the time of your joining or later whichever is latest Rs. 5,00,000 Per Annum.
2. Personal Accident and Insurance shall be 5 times of the Individual employee's Annual CTC.

As per the discussions we had and mutually agreed by us, you are required to join us on or before **Oct 11, 2021** failing which this offer will not be valid until you obtain further written confirmation from us. We will provide you the job responsibilities in detail on the day of your joining the Organization.

In the unlikely situation that both the parties decide not to continue employment relationship, either party shall give 2 months notice to the other.



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This employment offer is subject to you providing all your original certificates / documents listed below for our verification, at the time of your joining:

1. Your testimonials (education credentials)
2. Previous work experience and relieving letters
3. 3 most recent pay-slips
4. Bank statements matching the pay checks submitted for verification
5. Relieving letter from your current employer
6. Your passport photo copy first and second page
7. 2 passport size photographs

You are required to carry all your original documents along with one 1 set of photo copies. Upon verification of the above documents, your original documents will be returned to you.

Also, you may be asked to report at any other location in India or abroad as per the project demand. The salary may vary greater than the offered salary depending on the location.

Should you have further questions, please do not hesitate to contact us. We look forward for you to join us at the earliest.

Thanking you,

Regards,

DocuSigned by:

A5E8B3D4BFD04AD...
Sridevi Kaligi
Manager - Human Resources

ACCEPTANCE:

By signing here, you are agreeing, without limitation or qualification, to be bound by, and to comply with, the above Terms:

Name : Mr. Purushotham Nadipalli

Signature : **Date** :



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Name : Mr. Purushotham Nadipalli

JuL 20, 2021

Designation : LEAD PRODUCT ENGINEER

Salary Annexure		
SALARY COMPONENTS	PER ANNUM	PER MONTH
(A) GROSS EARNINGS		
Basic salary	600,000	50,000
House Rent Allowance	240,000	20,000
Medical Allowance	15,000	1,250
Conveyance	19,200	1,600
Special Allowance	355,000	29,583
Total Gross	1,229,200	102,433
(B) ADDITIONAL BENEFITS		
Variable Pay	150,000	12,500
(C) OTHER BENEFITS		
Employer Contribution to PF	78,000	6500
Gratuity	36,000	3,000
Group Medical & PA Insurance	6,800	567
COST TO COMPANY A+B	1,500,000	125,000