



# Ray Techno Solutions

June 23, 2022

To

**Chaitanya Kumar Reddy Palle**

Dear Chaitanya,

This letter will summarize and confirm the details of our offer for you to join Ray Techno Solutions Inc. (hereinafter "Ray") in the position of **Software Developer**. Although some of the terms and conditions in our offer have already been discussed with you, there are other that apply. Therefore, we ask you to review the following and, if you agree with the terms and conditions, please indicate your acceptance by signing one copy of this letter by **June 23, 2022** and by returning it to the Contracts team.

The position will be located at our Client and you will be working from our office premises located in San Ramon, CA. Your Employment position will be with effect from **October 1<sup>st</sup> 2022**.

Your primary responsibility is to work on projects of Ray or its clients.

**Compensation:**

Your compensation will be USD 121,763 Pay Rate Per Annum, less payroll deductions and required taxes and withholdings, and will be paid Bi-Weekly. The payment is contingent upon on the approved timesheets by the client, subjected to the client-approval of corresponding invoices.

This letter and accompanying enclosure will summarize important details of matters pertaining to your employment and the offer of employment is contingent upon you fulfilling each of the following terms:

**Required Documentation:**

To comply with the government-mandated confirmation of employment eligibility, please review the enclosed I-9 Form and "Lists of Acceptable Documents" as approved by the United States Department of Justice for establishing identity and employment eligibility. Please bring the required I-9 documents with you on your first day of employment; failure to submit proof of your employment eligibility will postpone your start date or result in termination of your employment. Also enclosed are additional new hire forms that you should complete and bring with you on your first day of work.

**At Will Employment:**

Please understand, as stated in all job offers Ray is an employment-at-will company. That means that you or the Company may terminate your employment at any time, with or without

Employee Initials \_\_\_\_\_

Ray Initials \_\_\_\_\_



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cause and with or without prior notice. Accordingly, this letter is not a contract and should not be construed as creating contractual obligations.

This offer letter, together with your Agreement forms the complete and exclusive statement of your employment with Ray. It supersedes any other agreements or promises made to you by anyone, whether oral or written. Changes to the terms of this letter require a written modification signed by an authorized employee of Ray. Additionally, Ray reserves the right to revoke this offer should it not receive a satisfactory reference check and background screen for you.

If you wish to accept employment at Ray under the terms described above, please sign, date this letter, and return it to us by **June 23, 2022**. Please retain copies for your records.

Chaitanya Kumar Reddy Palle, we are excited that you are joining Ray's team and feel that you have a great deal to contribute. If you have any questions, please feel free to contact us.

Sincerely,

**Indira Kakarla**

Chief Executive Officer

## **Employee Section – Consent Form**

I agree to accept employment on the terms and conditions mentioned in this letter as well as in the Ray Techno Solutions, Inc. Employer-Employee Agreement.

\_\_\_\_\_  
**Name of the Employee**

\_\_\_\_\_  
**Signature:**

\_\_\_\_\_  
**Date:**

Employee Initials \_\_\_\_\_

Ray Initials \_\_\_\_\_