



_02 Jul 2024

Keshavamurti Vadavi
#553, Tigadikeri Oni, Mulgund
Gadag
Karnataka
582117

Subject: Offer and Employment Agreement

Dear Keshavamurti Vadavi,

We are pleased to offer you a position of **Platform Security L3** with **VARITE INDIA PRIVATE LIMITED**.

During your employment with us, your place of work may be any office of **VARITE INDIA PRIVATE LIMITED** or office of Client of **VARITE INDIA**. Further your service is transferable in India or abroad with prior notice. As your first on-site project assignment, you will be deputed at our client **NTTDATA** located at **Bangalore**.

Your date to start this project assignment is **23 Jul 2024**. You will be required to report there at **9:30 AM**. Failure to report at the specified office on the mentioned dates shall be deemed as "no-show" please refer to clause no 15 of the agreement for complete details. In such event offer stands cancelled.

Enclosed please find the following documents for your review and signatures:

1. Employment Agreement
2. Annexure – A & B to Employment Agreement (Employment Details, Benefits Details, Salary Structure and Documents Checklist)

The annual CTC offered to you is **₹13,00,000(Thirteen Lakh only)** payable on a monthly basis and subject to normal withholdings for tax and other related purposes.

You will be on an initial employment with VARITE and deputed at our client place and based on your performance it may be extended further by VARITE, as per the conditions specified in the Employment Agreement.

This offer shall remain open until **05 Jul 2024**.

You are welcome to contact your Account Manager or Operations Team at VARITE for any queries or assistance.

Account Manager:

Modupalli Chaithanya Tel: +91 7899620650 Email: Chaithanya.M@varite.com

Operations Team:

Zeeshan Pasha Tel: Email: Zeeshan.Pasha@varite.com

We look forward to working with you and providing you with a challenging and a rewarding career with VARITE.

For VARITE INDIA PRIVATE LIMITED


Rajan Vimal (Jul 2, 2024 16:54 GMT+5.5)

Rajan Vimal

Assistant Manager - HR & Employee Relations

Jul 2, 2024



VARITE INDIA PRIVATE LIMITED – EMPLOYMENT AGREEMENT

This Employment Agreement (hereinafter “Agreement”) is made effective as of by and between **VARITE INDIA PRIVATE LIMITED** (hereinafter “VARITE”) a company registered under the Indian Companies Act with its office at Plot# 88, Ground Floor, Sector 44, Gurugram, Haryana- 122002 and **Keshavamurti Vadavi** (hereinafter “Employee”), an individual who resides at **#553, Tigadikeri Oni, Mulgund Gadag Karnataka 582117**. Collectively VARITE and employee both have been referred to as Parties.

RECITALS

VARITE is engaged in the business of providing computer consulting, training, software development and staffing services to businesses (“Client”) in India. VARITE desires the services of Employee to assist in such operations and Employee is willing to be employed by VARITE. Accordingly, the parties agree as follows:

1. AGREEMENT TO SERVE

VARITE shall use the services of the Employee as a **Platform Security L3** to carry out the responsibilities of his position in a manner specified by VARITE, for its client(s). Employee accepts and agrees to such contract assignment, subject to the general supervision, advice and direction of VARITE and the Employee’s supervisory personnel. Employee shall also perform such other duties as are customarily performed by an Employee in a similar position, and such other and unrelated services and duties as may be assigned to Employee from time to time by VARITE. The Employee understands and agrees to the nature of this project assignment with the details of which are provided in Annexure-A.

2. BEST EFFORTS OF EMPLOYEE

Employee agrees to perform faithfully, industriously, and to the best of Employee’s ability, experience and talents all of the duties that may be required by the express and implicit terms of this Agreement to the reasonable satisfaction of the VARITE. During Employees services, Employee shall devote such time, interest, and effort to the performance of this Agreement as may be fairly and reasonably necessary. Employee shall not, without VARITE’s prior written consent, render to other services of any kind for compensation, or engage in any other business activity that would materially interfere with the performance of Employee’s duties or “produces a conflict of interest” under this agreement. Employee represents to VARITE that he/she has no other outstanding commitments inconsistent with any of the terms of this agreement or the services rendered under it.

3. DEPUTATION

Upon joining, VARITE will depute Employee at the Client **NTT DATA** located at **Bangalore**. Employee understands and agrees that s/he may be reassigned to any of the VARITE’s branch, subsidiaries, associated companies, and Clients in any location within or outside of India with prior notice.

4. START DATE AND TERM OF CONTRACT

This Agreement shall commence on the **23 Jul 2024** stated for commencement in Annexure-A and shall remain in effect until termination by either party in accordance with the terms hereof.

5. COMPENSATION OF EMPLOYEE

As consideration for the services and covenants described in this Agreement, VARITE agrees to compensate Employee in the following manner:

5.1 Salary/Wages

VARITE agrees to pay Employee annual CTC of **₹13,00,000(Thirteen Lakh only)** per year. Salary break-up is defined in Annexure –A.

VARITE reserves the right to change the salary structure and may change the salary structure at any time with or without notice.

5.2 Tax Deductions

VARITE is required by central and state laws to make the applicable deductions from Employee compensation/payroll including but not limited to: i) Central Income Tax; ii) State Income Tax; iii) Professional Tax, iv) ESI, and v) Provident Fund, etc.

5.3 Expenses

Employee shall not be reimbursed for any out-of-pocket expenses incurred by Employee in rendering the services, (including any travel expenses, or other third-party costs incurred by the Employee in the course of performing the services), unless expressly set forth in the Annexure-A or approved in writing by VARITE or its Client(s).

5.4 Total Compensation

Employee agrees that the compensation stated above constitutes the full and exclusive monetary consideration and compensation for all services rendered under this Agreement and for all promises and obligations under this Agreement.

5.5 Gratuity

Payment of gratuity, when becomes payable, shall be payable as per provisions of the Payment of Gratuity Act.

6. EMPLOYEE BENEFITS

In consideration of Employee's assignment to Client by VARITE, Employee agrees that Employee is solely an employee of VARITE for any benefits plan or other purposes and that Employee is eligible only for such benefits as VARITE may offer to its employees. Employee further understands and agrees that Employee is not eligible for or entitled to participate in any benefit plan offered by Client, its parents, affiliates, subsidiaries, or successors to any of its direct employees, regardless of the length of Employee's assignment to Client by VARITE and regardless of whether Employee held to be a common-law employee of Client for any purpose, and therefore, with full knowledge and understanding, Employee expressly waives any claim or right that Employee may have, now or in the future, to such benefits offered by Client and agree not to make any claim for such benefits. The obligations of this Agreement shall survive Employee's employment with VARITE, and Employees explicitly agrees and understands that VARITE will be his/her employer for all the employment related reasons and Employee will not have any lien on employment with any clients of VARITE where Employee may be assigned/deputed under this instant Agreement.

Employee will be entitled to employment benefits offered by VARITE such as but not limited to vacation, holidays, leaves of absence, medical insurance, etc., if any, available to employees of the VARITE generally, in accordance with any policies, procedures, or benefit plans adopted by VARITE from time to time. Employee's rights or those of Employee's dependents under any such benefits policies or plans shall be governed solely by the terms of such policies, plans or the State and Central laws. VARITE reserves to itself, or its designated administration, exclusive authority and discretion to determine all issues of eligibility, interpretation and administration of each such benefit plan or policy. VARITE's employment benefits, and policies related thereto, are subject to termination, modification or limitation at VARITE's sole discretion.

Employee Benefits are detailed in the "Employee Handbook" and is provided/published at VARITE's Internal Sharepoint site, or at the Payroll Portal (currently GreyTHR under Documents Section).

6.1 Leaves and Holidays

Employee will be eligible for holidays, subject to holiday policy of the assigned Client. Employee will be eligible for leaves & other benefits as per VARITE/assigned client's policies.

6.2 Medical Insurance

Employee will be entitled for Medical Insurance of sum insured, as mentioned in Annexure-A, under corporate medical insurance policy. At any time VARITE reserves the right to change the insurance policy coverage, carriers, or any other aspects of the benefits.

6.3 Accident Insurance

Employee will be entitled for Accident Insurance, if mentioned in Annexure-A, under corporate Accidental insurance policy. At any time VARITE reserves the right to change the insurance policy coverage, carriers, or any other aspects of the benefits.

6.4 TIMESHEET

Employee is required to follow client's specific timesheet process as per the timelines. In the absence of client's specific process, employee will have to follow VARITE's timesheet process, details about the time sheet process will be shared with the employee in the Welcome Email, which employee will receive on or before the date of joining. Timesheet must be filled and approved by employee's manager over the email or client portal as the case may be. Any delays in the timesheet approval process will lead to delay in the payment of salary.

7. FURLOUGH

Every year the client to whom employee is deputed, announces a furlough, wherein employee deputed at the site are not required to work for a certain number of days. During such furlough days employee is not required to work nor are such days paid for by the client since no work gets done. Accordingly, if such furloughs were to be announced by the client hereafter, for the days of such furlough including the preceding, succeeding and intervening weekly holidays will be considered as no-work-no-pay days, and the salary for the months in which such furloughs are in place, will be after adjustment for the furlough days including the preceding, succeeding and intervening weekly holidays as No Pay days. In case leave balance is available the same can be used during such days.

8. COVENANT NOT TO COMPETE

During the services term, Employee shall not, directly, or indirectly, whether as partner, Employee, creditor, shareholder, or otherwise, promote, participate, or engage in any activity or other business competitive with VARITE's business. During the term of this agreement, any Work Order, and 1 year after termination of services, Employee agrees not take any action without VARITE's prior written consent to establish or become employed by its Client; or directly or indirectly provide similar services to the Client. Employee's failure to comply with the provisions of the preceding sentence shall



give VARITE the right (in addition to all other remedies VARITE may have) to terminate/withhold any benefits or compensation to which Employee may be otherwise entitled following termination of this Agreement.

9. DISCLOSURE OF CUSTOMER INFORMATION AND SOLICITATION OF OTHER EMPLOYEES PROHIBITED

In course of Employee's services, Employee will have access to confidential records and data pertaining to VARITE and its Clients and to the relationship between these Clients and VARITE's other Employees. Such information is considered secret and is disclosed to Employee in confidence.

During Employee's services with VARITE and for Five years after termination of that service, Employee shall not directly or indirectly disclose or use any such information except as required in the course of Employee's services with VARITE. In addition, during the five years after termination of Employee's services, Employee shall not induce or attempt to induce any Employee/Consultant of VARITE to discontinue representing VARITE for the purpose of representing any competitor of VARITE.

10. NEW DEVELOPMENTS

Employee warrants that Employee has no outstanding agreement or obligation that conflicts with any of the provisions of this Agreement, or that would adversely affect Employee's performance hereunder or VARITE or its Client's exclusive right to Developments (defined below), and Employee agrees that Employee shall not enter into any such conflicting agreement during the term of this Agreement.

Employee agrees that all works of authorship, inventions, improvements, developments, and discoveries conceived, made, or discovered by Employee, solely or in collaboration with others, in the course of its performance of Services or the development of deliverables for VARITE or its Client hereunder as well as all Intellectual Property rights therein and

thereto (collectively, "Developments"), are the sole property of VARITE or its Client. Employee agrees to assign (or cause to be assigned) and does hereby assign fully to VARITE or its Client all such Developments.

Employee agrees to assist VARITE or its Client or its designee, at VARITE or its Client's expense, in every proper way to secure VARITE or its Client's rights in the Developments, including the disclosure to VARITE or its Client of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, and all other instruments that VARITE or its Client may deem necessary in order to apply for and obtain such rights and in order to assign and convey to VARITE or its Client, its successors, assigns, and nominees the sole and exclusive rights, title, and interest in and to such Developments. Employee further agrees that Employee's obligation to execute or cause to be executed, when it is in Employee's power to do so, any such application, specification, oath, assignment, or other instrument shall continue after the termination of this Agreement. Employee further agrees to assist VARITE or its Client in enforcing all patents, trademarks, copyrights, trade secrets, or other ownership rights to protect VARITE or its Client's exclusive interest in Developments.

Employee must also, at relevant times during their assignments with VARITE or its Client and at VARITE or its Client's request, complete Certificates of Originality and acknowledge, by signing an Intellectual Property Assignment that they assign to VARITE or its Client all right, title and interest in any Development created by them during their assignment with VARITE or its Client. VARITE acknowledges and agrees that Employee shall retain sole and exclusive ownership of and/or an unrestricted right to license, any invention, improvement, development, concept, discovery, or other proprietary information owned by Employee or in which Employee has an interest ("Employee IP"). Notwithstanding the foregoing, Employee agrees that if in the course of performing the Services, Employee incorporates any Employee IP into any Development, VARITE or its Client is hereby granted and shall have a nonexclusive, royalty free, perpetual, irrevocable, worldwide license under any such Employee IP to make, have made, use, import, prepare derivative works of, reproduce, have reproduced, perform, display, offer to sell, sell, or otherwise distribute such invention, improvement, development, concept, discovery, or other proprietary information as part of or in connection with such Development.

Employee represents, warrants, and agrees that it will not incorporate any third-party Intellectual Property into any Development or deliverable provided hereunder without notifying and obtaining the prior written approval of VARITE or its Client.

Employee hereby waives any and all moral rights, including the right to identification of authorship or limitation on subsequent modification, which Employee has or may have in any invention, materials, or other deliverables assigned to VARITE or its Client hereunder.

Employee warrants that Employee will not incorporate any Developments into deliverables to be provided to VARITE or its Client that contain Intellectual Property not assignable or licensable to VARITE or its Client as provided in this Section.

All documentation developed by Employee and connected with Employee's and Employee's Services to VARITE or its Client hereunder or associated with the Development and any Intellectual Property related thereto, shall be the exclusive property of VARITE or its Client. Upon VARITE or its Client's request, Employee shall make all such documentation available to VARITE or its Client.



11. RESTRICTIONS ON USE OF TRADE SECRETS, PROPRIETARY INFORMATION AND RECORDS

During the term of services under this agreement, Employee will have access to and become acquainted with various trade secrets and proprietary information consisting of inventions, products, product designs, price lists, costs of business, future business plans of VARITE, processes, technical data, customer lists, compilations of information, records and specifications all of which are used by VARITE or its Client(s) and regularly used in the operation of VARITE's and its Client(s) business. All files, records, documents, drawings, specifications, equipment and similar items relating to the business of VARITE or its Client(s), whether they are prepared by Employee or come into Employee's possession in any other way and whether or not they contain or constitute trade secrets owned by VARITE or its Client(s), are and shall remain the exclusive property of VARITE or its Client(s) and shall not be removed from the premises of VARITE or its Client(s) under any circumstances whatsoever without the prior written consent of VARITE or its Client(s). Employee promises and agrees that he shall not misuse, misappropriate, or disclose any of the trade secrets or proprietary information described herein, directly or indirectly, or use them in any way, either during the term of this agreement or at any time thereafter, except as required in the course of Employee's services.

"Proprietary Information" means information (a) that is not known by actual or potential competitors of VARITE/its Client(s) or is generally unavailable to the public, (b) that has been created, discovered, developed, or otherwise become known to the VARITE/its Client(s) or in which the property rights have been assigned or otherwise conveyed to the VARITE/its Client(s), and (c) that has material economic value or potential material economic value to the VARITE's or its Client(s) present or future business. "Proprietary Information" shall also include trade secrets and all other discoveries, developments, designs, improvements, inventions, formulas, software programs, processes, techniques, know-how, data, research, technical data, customer and supplier lists, and any modification or enhancements of any of the foregoing, and all program, marketing, sales, or other financial or business information disclosed to Employee by

VARITE/its Client(s), either directly or indirectly, in writing or orally or by drawings or observation, which has actual or potential economic value to VARITE/its Client(s).

12. EMPLOYEE'S INABILITY TO CONTRACT FOR OR BIND VARITE

Employee shall not have the right to make any contracts or commitments for or on behalf of VARITE without first obtaining the express written consent of VARITE.

13. ASSETS

VARITE/ its Client(s) may assign assets to the employee during the employment, including but not limited to Laptop computer, Mobile Phone, Badge, Data cards. Employee must use the assets sensibly and avoid any damage (Physical or Software). If the assets are damaged by the employee, VARITE reserves the right to recover the cost of repair or replacement, from employee's salary.

It is pertinent to note that return of Company/Client's Assets is a prerequisite / mandatory to process your full and final settlement and for issuing your Experience or Relieving Letter. In the event of your failure to return VARITE / Client's Assets, your full and final settlement process shall be put on hold and no request shall be entertained to issue relieving or experience letter. Therefore, all assets in your possession must be returned within 7 business days from the last working day to ensure your smooth exit / separation from the services of the Company.

Any delay beyond 15 days from the last working day will give right to VARITE to initiate appropriate legal proceedings to recover its / client's assets. You shall be responsible for cost and consequences if Company is constrained to initiate any such legal action.

14. PROBATION, NOTICE PERIOD AND TERMINATION

Employee will be on probation for the period of 6 months and can be extended at VARITE's sole discretion based on employee's performance. VARITE will inform the extension of Probation Period to the employee.

During the probation period (initial or extended) VARITE can terminate employee without assigning any reason or notice, or compensation or payment in lieu of notice.

On completion of probation period, VARITE may terminate services under this Agreement by giving 30 days of notice or payment of Salary in lieu thereof.

During or after the Probation Period, employee must give 60 days of notice period while resigning from the employment. However due to exigencies of business VARITE may at its sole discretion reject the adjustment/payment of salary or adjustments of leaves in lieu of notice and employee will be required to serve the entire notice period. Employee shall not be deemed to have been relieved of its services except upon issue of a letter by VARITE to that effect.

Notwithstanding what is stated herein the Notice Period Clause, depending upon the urgency, employee's role, and stage of the project the employee will be working at the time of resignation, VARITE reserves the right to ask the employee to complete his/her agreed contractual notice period. Failure to do so on the Employee's part shall give the right to VARITE to initiate any suitable recovery proceedings, as it may deem fit, to recover its/client's loss or damage or claim or any other amount suffered/incurred due to non-completion of Employee's notice period.

VARITE may terminate the services of employee at any time-

a) For Cause:

- i. Employee's inability to perform his/her duties by reason of illness or disability for a continuous period of 30 days,
 - ii. Breach of any terms of this Agreement,
 - iii. Violation of any law,
 - iv. Dishonesty,
 - v. Insubordination,
 - vi. Gross misconduct,
 - vii. Aiding a competitor during the term of this Agreement, or
 - viii. Unsatisfactory performance,
 - ix. Uninformed Absenteeism
 - x. Background verification failure and / or any other information, furnished by employee to secure employment with the VARITE, being found incorrect at any time prior to or after joining services.
- b) Without Cause:
- i. Employment under this Agreement may be terminated by VARITE immediately, at any time, upon written notice to the employee, for any reasons beyond VARITE's control (including but not limited to:
 - a. Cancellation of the project, by the Client,
 - b. Client may no longer require the services of the employee for any reason.
 - c. Acts of war, epidemics/pandemics, natural disasters (earthquake, hurricane, tornado, floods etc), nuclear explosion, or act of God.

If the employee is terminated, then termination of employee's services shall not be limitation of any other right or remedy VARITE may have under this Agreement or in law or equity.

If the employee is terminated "For Cause" VARITE is not liable to give any notice or compensation or payment in lieu of notice to the employee.

15. EMPLOYEE'S DUTIES ON TERMINATION

In the event of termination of services with VARITE, employee agrees to return / deliver, within 2 business days, to VARITE all equipment, notebooks, documents, memorandums, reports, files, samples, books, correspondence, lists, or other written or graphic records, and the like, relating to VARITE's or its Client(s) business, and all copies of such materials which are or have been in employee's possession or under employee's control.

VARITE reserves the right to not relieve the employee in the event a) that all Client/VARITE documents / property in employee's custody have not been properly handed over to an authorized representative, or b) the Notice Period requirements are not met as per "Termination" clause.

16. NO SHOW

In case employee do not report for work on the agreed date of joining at the given workplace. Employee shall be liable to pay a penalty amount which shall be equivalent to thirty (30) days salary. In the past VARITE has successfully recovered no show cost from defaulters. We trust that employee understand the importance of honoring one's professional commitments and for avoidance of any possible loss to VARITE and/or its Client. It is warranted that employee will ensure that there is no deviation in the joining date - unless it is pre-intimated and approved by the VARITE or its client. Hence employee is expected to report at the designated workplace on the agreed date and time.

17. ABSCOND Clause

Any unauthorized absences from the workplace consecutively for three (03) days will attract strict disciplinary and penal action which may include even termination of services with forthwith effect. By signing and accepting employment agreement employee agrees that in any such event no salary/notice period or notice pay shall be payable by the VARITE. However, VARITE reserves its right to afford employee an opportunity to continue, provided the reason for absconding is strongly and convincingly justified and acceptable to the VARITE and / or its client. However, if VARITE has suffered any loss due to such act, employee will compensate VARITE for an equivalent amount without any reservation or protest and in manner which will be worked out in those prevailing circumstances.

18. ADHERANCE TO EMPLOYEE POLICIES

Employee acknowledges receipt and understanding of VARITE's or its Client(s) policies on, code of conduct, discrimination and sexual harassment. Employee agrees to abide by said policies in the manner and in the nature described in the policies.

19. NOTICES

In case of address change of employee, he/she must update VARITE via email or post within 3 working days from such change. Any notice to be given to VARITE under the terms of this Agreement shall be addressed to VARITE at the address of its principal place of business. Any notice to be given to employee shall be dressed to employee at his/her home address last shown on the records of VARITE. Additionally, either party may designate in writing such other address for the receipt of notices. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person, sent via email/fax or deposited in the postal mail, postage prepaid.

20. SEVERABILITY

If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

21. WAIVER

Either party's failure to enforce any provision or provisions of this Agreement shall not in any way be construed as a waiver of any such provision or provisions or prevent that party thereafter from enforcing each and every other provisions of this Agreement.

22. SUCCESSORS AND ASSIGNMENT

The rights and obligations of VARITE under this Agreement shall inure to the benefit of and shall be binding on the successors and assigns of VARITE, provided that employee's duties and general location of services shall not be materially changed by any assignment of this Agreement.

23. ATTORNEY FEES

If any legal action arises under this Agreement or because of any asserted breach of it, the prevailing party shall be entitled to recover all costs and expenses, including reasonable attorney fees, incurred in enforcing or attempting to enforce any of the terms, covenants, or conditions including costs incurred prior to commencement of legal action, and all costs and expenses, including reasonable attorney fees, incurred in any appeal from an action brought to enforce any of the terms, covenants, or conditions.

24. EQUITABLE REMEDIES

Employee recognizes and acknowledges that irreparable injury will result to VARITE from his/her violation of any of the terms of this Agreement. Employee expressly agrees that VARITE shall be entitled, in addition to damages and any other remedies provided by law, to an injunction or other equitable remedy respecting such violation or continued violation.

25. TITLES AND HEADINGS

Titles and headings to Paragraphs in this Agreement are for the purpose of reference only and shall in no way limit, define, or otherwise affect the provisions of this Agreement.

26. GOVERNING LAW

The parties agree that it is their intention and covenant that this Agreement and performance under it, and all suits and special proceedings that may ensue from its breach, be construed in accordance with and under the laws of India, and that any action, special proceeding, or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of India shall apply and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action or special proceeding may be instituted.

27. COMPLETE AGREEMENT

This Agreement constitutes the complete and final expression of the agreement of the parties and is intended as a complete and exclusive statement of the terms of their agreements, and supersedes all prior and contemporaneous offers, promises, representations, negotiations, discussions, communications, and agreements that may have been made in connection with the subject matter of this Agreement.

28. EMPLOYEE'S REPRESENTATIONS

Employee represents and warrants that s/he is free to enter into this Agreement and to perform each of the terms and covenants of it. Employee represents and warrants that s/he is not restricted or prohibited, contractually or otherwise, from entering into and performing this Agreement, and that employee's execution and performance of this agreement is not a violation or breach of any other agreement between employee and any other person or entity.

By:

Rajan Vimal
Rajan Vimal (Jul 2, 2024 16:54 GMT+5.5)

Rajan Vimal

Assistant Manager - HR & Employee Relations

Jul 2, 2024

By:

Keshavamurti K Vadavi
keshavamurti k Vadavi (Jul 4, 2024 17:43 GMT+5.5)

keshavamurti k Vadavi

Jul 4, 2024

VARITE INDIA PRIVATE LIMITED

EMPLOYEE

ANNEXURE "A"

Employment Details

Employee Name	Keshavamurti Vadavi	VARITE Division	Karnataka
Date of Joining	23 Jul 2024	Payroll Date	7th of the following month for which the salary is due.
Deputation	NTTDATA	Work Shift	Rotation
Client Location	Karnataka		

Salary Structure

Salary Component	Annual (Rs.)	Monthly (Rs.)
CTC	13,00,000	1,08,333
PF (Employer Share)	21,600	1,800
ESI (Employer Share)	0	0
Labor Welfare Fund (Employer Share)	40	0
Medical Insurance	3,000	250
Gross Salary	12,75,360	1,06,280
Basic Salary	6,37,680	53,140
HRA	3,18,840	26,570
Statutory Bonus		
Leave Travel Allowance	51,014	4,251
Books and Periodicals	24,000	2,000
Mobile & Internet Allowances	24,000	2,000
Car Maintenance Allowance	0	0
Shift Allowance	39,000	3,250
Transport Allowance	62,400	5,200
Onsite Allowance	1,18,425	9,868
Deductions		
Professional Tax (As per respective State Act)	2,400	200
PF - Employee Share (As per PF Act)	21,600	1,800
ESI - Employee Share (As per ESI Act)	0	0
Labor Welfare Fund - Employee Share (As per respective State Act)	20	0
Take Home Salary (Before Income Taxes)	12,51,340	1,04,278

Notes or (*)

- Compensation of any type is subject to Income Tax deduction as per the income tax rules.
- Leave Travel Allowance must be claimed as per Section 10(5) of Income Tax Act 1961.
- Provident Fund deducted each month and paid into the Provident Fund Scheme as defined under Employee Provident Fund and Miscellaneous Provisions Act, 1952.
- All Benefits offered by VARITE at VARITE's sole discretion may be changed or terminated at any time with or without notice.
- Labour Welfare Fund is a monthly deduction for State of Haryana.
- Any tax impact arising on increased salary components will be borne by the employee.
- Gratuity is payable as per the Payment of Gratuity Act of India ("Gratuity Act") and various amendments made thereto.

Keshavamurti K Vadavi
keshavamurti k Vadavi (Jul 4, 2024 17:43 GMT+5.5)

keshavamurti k Vadavi

Jul 4, 2024



ANNEXURE "B"

Checklist of Documents

Please submit the following documents to complete the joining formalities.

- a) Educational Certificates - As Mentioned in Resume.
 - b) PAN Card Copy.
 - c) Aadhaar Card
 - d) Address Proof (E.g.- DL, Voter ID, Passport)
 - e) Relieving / Experience Certificate from Previous Employer
 - f) Pay Slips (Last 3 months)
 - g) Two Passport Size Photos
 - h) Form 12B
 - i) Latest Bank Statement or Canceled Cheque with Account Holder's Name, Number and IFSC Code
-

Keshavamurti K Vadavi
keshavamurti k Vadavi (Jul 4, 2024 17:43 GMT+5.5)

keshavamurti k Vadavi

Jul 4, 2024



NO EMPLOYER-EMPLOYEE RELATIONSHIP WITH COMPANY'S CLIENTS

Employee acknowledges and agrees that s/he is an employee of VARITE and is not an employee of Employer's Clients or its MSP partners nor shall he/she be deemed to be an employee of Employer's Clients or its MSP partners or for any purposes. Employee does not have any right, power or authority to create any obligation, express or implied, or to make representations on behalf of Employer's Clients or its MSP partners, and Employee agrees not to hold himself/herself out to the public as having any right, power or authority to create any obligation, express or implied, or to make representations on behalf of Client or its MSP partners.

Under no circumstances, Employee shall reach out to VARITE's client or its MSP partners, for any HR related queries including but not limited to benefits, medical insurances, payroll, expense reimbursements, extension or status of the assignment, and any other grievances. VARITE is the sole contact for all HR related queries & grievances. All HR related queries, grievances, payroll questions or timesheet can be directed at hrsupport@varite.com

Nonadherence to these provisions would constitute a material breach of the VARITE's Employment Agreement and may result into severe disciplinary actions including but not limited to immediate termination of assignment without notice.

As a condition of assignment to a Client project, Employee agrees to: (i) the terms of this section; (ii) Comply with all Applicable Laws; and (iii) Execute any Client related required documents.

Keshavamurti K Vadavi
keshavamurti k Vadavi (Jul 4, 2024 17:43 GMT+5.5)

keshavamurti k Vadavi

Jul 4, 2024

EMPLOYEE