



Ref No: TT222/Web/2018

Date: 15/11/2018

**Mr. Boopathy V**

248/243-A, Gandhi Nagar -1,  
2<sup>nd</sup> Street, Thekku Palayam (PO)  
Periyanaicken Palayam,  
Coimbatore – 641020.

Sub: Letter of Offer to join us as Blockchain Developer

Dear Mr. Boopathy,

Thank you for your interest in joining Tranxit Technology Solutions Pvt Ltd, one of India's leading web and mobile product research & Development Company. We are the fastest growing digital solutions company to a spectrum of clients, ranging from Fortune 500 companies to start ups.

During our interview held on 01/11/2018, you exhibited exemplary skills and our culture oriented attitude, leading us to offer you the position of Blockchain Developer. Your CTC breakup is attached below in Annexure A. We have a monthly review process during which your key performance indicators (KPI) will be reviewed and your CTC changed to relative gain.

This letter is an agreement between you and the Company that you will uphold all that we stand for and strive towards the fulfilment of the Company's goals

Looking forward to having you join our dynamic team and grow with us.

Yours Faithfully,

**R. RENUKA**

HEAD-HR

Tranxit Technology Solution Pvt Ltd

### The Terms and Conditions of Employment

We have pleasure in appointing you as Blockchain Developer with effect from 15.11.2018 or from your date of reporting to work, whichever is earlier. You will be initially inducted into our Human Resource Department. The details of your remuneration are enumerated in Annexure A, enclosed. Further (detailed) terms and conditions of the employment offer are given below, for your acceptance.

1. You will initially report to and be posted at our office at Chennai but you will be liable to be posted at any other office/ branch/ department/ division of the company, or any of the Company's parent / holding Organisations, subsidiaries, etc., within India or abroad. In your current assignment, you will be reporting to Ms. Sindu N – Team Lead
2. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred/ deputed/ seconded/ promoted in future. You shall comply with all reasonable orders of your superiors and attend to your duties punctually at such place/places, as may be required at the relevant time. Please note that should you be entrusted with the handling of cash / securities, any shortfall will be recoverable from you personally. This does not preclude the company from recovering the same from any dues to you, or from taking legal action. You shall use your best endeavours to promote the interests of the Company and your conduct at other times shall be such as not to damage the interests of the Company. You shall not engage yourself directly or indirectly in any trade, business, vocation or occupation or in advisory capacity.
3. If your work found unsatisfactory, or your behaviour is found determinable to the company's culture or if you indulge in malpractice; Tranxiti Technologies Pvt Ltd; shall terminate you with immediate effect.
4. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company's processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Company or its associates or clients and which are in the nature of trade secret or secret in other respects the disclosure of which will cause harm to the company, its associates or clients. Breach of this condition on your part shall render your service liable for immediate termination and you shall be liable for any other/ additional legal action as the company may deem fit.



5. Your appointment ( vide this letter) and your continuation on the Company's rolls are in good faith and shall be based on the data, information or any other understanding provided by you during the course of your selection process, including the verbal information provided by you during the interviews / personal discussions. Any data that is not in consonance with the information provided by you shall result in immediate termination of your employment with the company and you shall indemnify the Company in full, for any losses suffered by the Company. Company reserves the right to make suitable formal and informal checks with your educational institutions, former employees and any other third parties, as the Company may deem appropriate.
6. You will be put on probation for a period of 6months, which may be extended by at sole discretion of the management. On satisfactory completion of probation period/extended probation period, you shall be confirmed in writing. Till such time you are confirmed in writing, you shall continue to be on probation. During the probation period, your services can be terminated at any time by either party by giving one month notice or one month salary (basic salary) in lieu thereof, at the discretion of the Company.
7. In case of termination of services by the Company, the Company may not assign any reason for such termination and you will not be entitled to any claim, damage, compensation or any other payment on that account.
8. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you.
9. At the time of our separation from the Company's employment in any manner whatsoever (including retirement), you will comply with all procedures and requirements connected with the separation including the formalities concerning handing over of all papers, documents, floppies, CDs and any other valuables, property and assets, etc. which belong to the Company. Final settlement of your dues and issuance of a certificate of employment shall be completed by the Company after you have completed all the separation requirements in full. You will also inform us about separation with proper notice at least 30 days in advance from the date of separation.
10. You will faithfully observe and be governed by the company's rules and regulations on matters such as working hours, festivals/ public holidays, weekly offs and any other facilities/ amenities, mode of recording your attendance, safety and security requirements, personal identification, etc. and operate with due regard to the highest professional standards / ethics, in all your activities. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. The company may refix / modify your designation, grade and distribution of your remuneration into different components as per designation/ grade/

compensation structures implemented by the Company from time to time at their sole discretion. Please note that if you absent yourself from the services of the Company without prior written permission or overstay sanctioned leave for eight consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

11. The arrangement can be terminated by the company, without any notice or payment of any kind in lieu of notice, in the following cases:

- i. Any incorrect information furnished by you or on suppression of any material information
- ii. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the company's rules.
- iii. Unauthorised absence from work, or failure to resume your duties on expiry of the leave duly authorized by the Company.
- iv.

You are requested to send us a copy that is signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to you having a long and happy career with us.

Yours faithfully,

For M/s. **Tranxit Technology Solution Pvt Ltd.**,

  
**R. RENUKA**  
Head HR

I accept the above terms

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**Mr. Boopathy V**



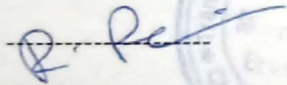
**Annexure 'A' - Compensation Package**

Sl.No	Description	PM	PA
1	Basic Salary	59,280	7,11,360
2	HRA	29,640	3,55,680
3	Transport Allowance	1,600	19,200
4	Uniform Allowance	1,250	15,000
5	Children Education Allowance	0	0
6	Hostel Expenditure Allowance	0	0
7	Special Allowance	54,630	6,55,560
8	PF Employee Contribution	1,800	21,600
9	<b>Gross Salary INR</b>	<b>1,48,200</b>	<b>17,78,400</b>
10	PF Employer Contribution	1,800	21,600
	<b>Total Salary</b>	<b>1,50,000</b>	<b>18,00,000</b>

**Notes:**

1. Details of the compensation package are strictly confidential between you and the company: and are not liable for any disclosure to any third party without the Company's formal consent.
2. Any kind of tax incidence on any of the items listed above, including Fringe Benefits Tax, will have to be borne by the employee.

Authorized Signatory



Applicant Signature

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