



APPOINTMENT LETTER

Mr. Mudigolam Chamdeep

Date: 19/08/2017

S/O Mudigolam Chiranjeevulu
1-33, Pillarikuppam
Sreerangarajapuram, Mandalam,
Pillarikuppam(v), Marripalle(Post)
Chittoor(Dist), Andhra Pradesh - 517167

Dear Mr. Chamdeep ,

Greetings from **Lumbini Elite Solutions & Services Pvt. Ltd.**

We are pleased to offer you a position of "Software Engineer- Trainee" on the following terms and conditions.

- 1. Compensation:** You are appointed on the initial stipend of 6K/M, which will be revisited on a quarterly basis. After successful completion of one year and satisfactory assessment of your performance, your compensation will be revised during bi-annual Salary revision cycles. Company may also offer shares to top performers at its discretion.
- 2. Location:** You will be stationed at Bangalore, India. However, your services are liable to be transferred at the discretion of the management to any other firm or subsidiary company on the same terms and conditions.
- 3. Disassociation:** You will be on probation for a period of six (6) months, which may be curtailed or extended at any time during or at the end of the said probation period at the sole discretion of the management. Both during the probation period and After confirmation for relieving from the company you have to serve a notice period of 60 days or salary (Basic + Special Allowance) in lieu thereof. Whereas Company can relieve by giving a notice of 30 days at any point of time. In rare case of non-performance / Disciplinary issues, Company may terminate your services at any point of time. You will be having normal notice period of 2 Months if you are on internal projects.

In case you are on client project then notice period will be of three months. If you are on bench then company can take a decision to relieve you on a short notice of 1 week to 1 Month based on company's decision.

The right to accept or extend pay in lieu of serving the notice period will be at the sole discretion of the Lumbini Management.

4. Duties and responsibilities:

- The Company expects you to work with a high degree of initiative, efficiency and economy.

- You will devote your entire time to the work for the Company and will not undertake any direct/indirect business or work; honorary or remuneratory except with the written permission of the Management in each case.
- During the period of your service and 1 year of cessation of the employment with the company, you shall not:
 - Give out particulars or details of the production and other processes, technical knowhow, security arrangements, administrative and /or organizational matters of confidential nature in respect of the Company.
 - Directly or indirectly induce any customers of the company to patronize any similar business.
 - Canvass, solicit or accept any similar business from any of the Company's customers.
 - Directly or indirectly request or advise any clients of the Company to withdraw, curtail or cancel business with the Company.
 - Directly or indirectly disclose to any other person, firm or corporation the names and addresses of any of the customers of the Company.
 - Take up employment with any of the clients of the Company.
- You will be responsible for the safe keeping and return in good condition and order of all properties of the Company which may be in your use, care, custody or charge. The Company has the right to assess on its own basis and recover the damages of all such loss of any property/material from you and take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. All Intellectual Property created by you in the course of your employment with the Company shall belong and be owned exclusively by the Company.
- You will be bound by the rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of employment.
- This appointment is being made on the basis of the information and details given by you in your application or Bio data for employment. If at any time, any information or detail given by you is found incorrect or false; your services will be liable for termination without any notice or salary in lieu of notice or compensation.
- Any change in your residential address shall be intimated in writing to the HR department within seven days from the date of such change.
- Your duty hours shall be specified by the management from time to time which can be changed according to convenience / requirement of the management and due to exigencies of work at the sole discretion of the management.

5) Termination:

Termination at will: This employment agreement is terminable at will by either party. Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

- If you are found to be in breach of any of your obligations under the terms and conditions of employment;
- If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have willfully suppressed any material information;
- If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
- If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or Customers of the Company and Affiliated Companies;
- If you have violated the Company's policies.
- If the result of any reference or background check is unsatisfactory Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

- You will devote your entire time to the work for the Company and will not undertake any direct/indirect business or work; honorary or remuneratory except with the written permission of the Management in each case.
- During the period of your service and 1 year of cessation of the employment with the company, you shall not:
 - Give out particulars or details of the production and other processes, technical knowhow, security arrangements, administrative and /or organizational matters of confidential nature in respect of the Company.
 - Directly or indirectly induce any customers of the company to patronize any similar business.
 - Canvass, solicit or accept any similar business from any of the Company's customers.
 - Directly or indirectly request or advise any clients of the Company to withdraw, curtail or cancel business with the Company.
 - Directly or indirectly disclose to any other person, firm or corporation the names and addresses of any of the customers of the Company.
 - Take up employment with any of the clients of the Company.
- You will be responsible for the safe keeping and return in good condition and order of all properties of the Company which may be in your use, care, custody or charge .The Company has the right to assess on its own basis and recover the damages of all such loss of any property/material from you and take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. All Intellectual Property created by you in the course of your employment with the Company shall belong and be owned exclusively by the Company.
- You will be bound by the rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your terms of employment.
- This appointment is being made on the basis of the information and details given by you in your application or Bio data for employment. If at any time, any information or detail given by you is found incorrect or false; your services will be liable for termination without any notice or salary in lieu of notice or compensation.
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- If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
- If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or Customers of the Company and Affiliated Companies;
- If you have violated the Company's policies.
- If the result of any reference or background check is unsatisfactory Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

- Company can also release you on immediate basis if we found you in any unethical practices or any act or did which has caused loss to company.

We are considering your joining date from 21st August 2017.

You are required to deposit below documents to our Bangalore office.

Please bring:

1. Copy of Appointment letter of your previous organization,
2. Experience letter of previous organization,
3. Three self-passport size photograph,
4. The originals and a set of photocopies of the following documents:
 - Education degree certificate and all year mark sheets for the highest degree attained.
 - Proof of Identity (Passport/ Voter ID/Driving License / PAN card).

We are positive that you will find Lumbini Elite Solutions an exciting place to develop and advance your career. We look forward to welcome you on board for a long and successful career with us.

Yours Sincerely

Anupama Suniti

Anupama Suniti

Head (Human Resource & HR Admin)

Lumbini Elite Solutions & Services Pvt. Ltd.



Acceptance:

I have read and understood the terms and conditions governing my services and employment with **Lumbini Elite Solutions & Services Pvt. Ltd.** As mentioned above in the earlier pages and hereby signify my acceptance of the same.

Name: *M. Chamdeep*

Signature: *M. Chamdeep*

Date: *21/08/2017*