



50 Years  
of Excellence

**Strictly Confidential**

Ref: SEW/HYD/APT/11/11/2014-15

Date: 01.11.2014

Mr. Chimmula Ramesh,  
18-313, Karalmarks Colony,  
Bhupalpally(M),  
Warangal(D).  
Mobile – 9052354822.

Dear Mr. Ramesh,

**Sub: Letter of Appointment**

With reference to the recent discussions we had regarding career opportunities in our organization, we are pleased to offer you the position of **“Software Engineer” Grade – M1** on the terms & Conditions mentioned below mutually agreed between us. You are advised to report to Mr. Veerraju, Assistant General Manager at the following address:

M/s. SEW Infrastructure Limited,  
6-3-871, 'SNEHALATHA',  
Greenlands Road, Begumpet,  
Hyderabad 500 016, A.P. India  
Ph: +91.40.6630.0000

**General Terms & Conditions:**

1. You are designated **“Software Engineer” Grade – M1** Emp No:- CR4492.
2. Your Date of Joining our establishment is **01.11.14**.
3. You shall be on **Probation** for a period of **06 Months** from the date of joining. On successful completion of Probation, you may be considered for Confirmation, subject to your suitability in terms of your overall performance during probation.
4. You shall carry out such duties as are assigned to you diligently and during such hours as may be stipulated by the Company from time to time.
5. You shall be governed by the service rules & regulations and policies of the Company that are in force or will be introduced and /or modified from time to time.
6. (a) Your employment with the Company shall be transferable and the Company reserves the right to depute / transfer your services to any other location of the Company within India or any of its associate company's or JV's having their establishments or may set up new establishments.  
  
(b) Further in the course of your employment, your reporting authorities may change based on the business needs and assignments given to you from time to time.
7. You shall communicate to the company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.

Regd. Office:

6-3-871, 'Snehalata', Greenlands Road, Begumpet,  
Hyderabad 500 016, Telangana, India

Tel +91.40.663.000 00 Fax +91.40.663.000 01

support@sewinfra.com

www.sewinfrastructure.com

PAN No.AADCS4061P

CIN : U45200TG1983PLC003796

ISO 9001:2008, ISO 14001:2004, OSHAS 18001:2007 Certified

**Compensation:**

8. Your compensation will be **Rs: 2, 40, 288/- (CTC)** Per Annum and detailed structure as per the attached annexure. Please note that Compensation and benefit related information is absolutely **confidential** and should not be discussed or shared with any other co-employee of the organization.

**Confidentiality and Non-Disclosure:**

9. You shall maintain strict confidentiality in handling any information during the course of your employment with the Company.
10. All information, data and knowledge regardless of form, generated in the performance of or delivered during employment, as well as any information provided to you by the Company, shall be and remain the sole property of the Company. You shall not divulge the same in any manner whatsoever or use it for your benefit or for the benefit of any other person even after separation of employment.

**Indemnity:**

11. The Company agrees to indemnify and keep indemnified, the Employee for all lawful acts, actions, forbearance or activities duly authorized by the Company and undertaken by the Employee in his / her official capacity as an Employee of the Company and for and on behalf of the Company in its usual course of business.
12. However, you shall at all times indemnify and keep the Company indemnified and immune against all claims by any third party for loss, damage, expenses or infringement of the third party's property arising as a result of the usage of any design, document, information, software etc.

**Work Ethics:**

13. The Company prides itself as a Company with highest order of ethical conduct in dealing with customers, dealers, vendors, suppliers, subcontractors, staff or the like by whatever name called. As part of your association with the Company it is important that you fully understand this philosophy and the policies governing it. You shall maintain utmost discipline and good conduct in your dealing with your colleagues, customers etc. The Company values every employee as an individual and an asset of the Company.
14. You shall, at all times adhere to the Company's Code of Discipline and Conduct.
15. You shall not use company's resources for other commercial activities or for personal gains.
16. During the term of employment and for a period of twelve months after the termination of your employment, you shall not in any way, directly or indirectly.
  - (a) induce or attempt to induce any employee of the Company to quit employment with the company.
  - (b) Otherwise interfere with or disrupt Company's relationship with its employees.
  - (c) Solicit, entice, or hire away any employee of the Company.



**Separation:**

17. During the period of Probation the notice period for discontinuation of service shall be 15 days. However, after Confirmation of service, the required notice period shall be One Month.
18. This contract of employment may be terminated by the Company with or without assigning any reason thereof by giving an appropriate notice (as per clause 17)
19. In the event that you decide to leave the Company, you shall be required to tender the appropriate notice (as per clause 17).
20. While in the services of the Company, you shall not engage directly or indirectly in any trade or business or undertake any other employment with or without any commercial gain.
21. In the unlikely event of any information furnished by you in connection with your employment with us, is suppressed or found to be false or incorrect, your services are liable to be terminated forthwith, without any notice or compensation whatsoever.
22. The age of retirement on superannuation is **60** years.

**For M/s SEW Infrastructure Ltd.,**

A handwritten signature in black ink, appearing to read 'T Veereshwara Rao', written over a horizontal line.

**T Veereshwara Rao**  
**General Manager - HR**

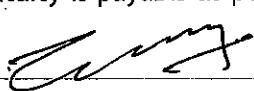
I have read the above terms and conditions of employment and accept the same.

**Name:**

**Signature:**

**Date:**

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SEW Infrastructure Ltd			
CTC Breakup - Annexure			
Name	Chimmula Ramesh		
Designation	Software Engineer		
Grade	M1		
Location	Head Office		
CTC (P.A)	240288		
Sl No		Per Month	Per Annum
(A)	Monthly		
1	Basic Pay	8820	105840
2	Personal Pay	1323	15876
3	Special Allowance	1453	17436
4	House Rent Allowance	3528	42336
5	Conveyance Allowance	500	6000
6	Domiciliary Medical Allowance	0	0
7	Performance linked monthly bonus	882	10584
	Gross Salary	16506	198072
(B)	Annual Benefits		
8	Performance linked yearly bonus	882	10584
9	Leave Travel Allowance	1058	12696
10	Group Health Insurance Premium	96	1152
	Total Annual Benefits	2036	24432
(C)	Retiral Benefits		
11	PF - Employer Contribution	1058	12696
12	Gratuity Provision	424	5088
	Total(A+B+C)	20024	240288
<p>PS: 1. The performance linked bonus shall be payable based on performance against set KRAs</p> <p>2. LTA amount is payable after completion of one year service.</p> <p>3. The employee contribution towards PF and TDS will be deducted from monthly salary</p> <p>4. Gratuity is payable as per the Payment of Gratuity Act/Rules.</p>			
			
<p>T Væreshwara Rao</p> <p>General Manager- HR</p>			