

RSI/HRD/1077

1<sup>st</sup> September 2021

**Sathya Narayanan Sudhakar,  
B-88, Phase 1, Parsn Palm Legend,  
Ondipundur,  
Coimbatore – 641016.**

**Dear Sathya Narayanan,**

With reference to your application for employment with us and further to our discussion we are pleased to offer you employment with us as **“UI UX Architect”** effective **1<sup>st</sup> September 2021** on the following terms and conditions:

**Terms and Conditions:**

1. From the date of your joining duty, you will draw a annual salary (cost to company) of Rs.23,00,000/- (Rupees Twenty Three Lakhs Only) per annum out of which Rs. 2,00,000/- will be your variable component paid bi-annually based on your performance. Detailed salary structure with necessary statutory deductions is attached herewith as annexure.
2. You will also be eligible for medical and personal insurance as per Company's policy and as applicable to your cadre.
3. You will be on probation for a period of **six months** from the date of joining of your duty. On satisfactory completion of the probation, you will be considered for confirmation. Till the confirmation is conveyed to you in writing, you shall be deemed to be on probation. If your performance is found unsatisfactory during probation, your appointment may stand terminated without any notice or compensation in lieu thereof.
4. Company may, in its absolute discretion and without notice or pay in lieu of notice, terminate this Agreement for any good cause at law, including but not limited to misconduct, fraud or any material breach of the provisions of this Agreement
5. You will abide by the rules and regulations of the company as may be in force from time to time
6. You are further acknowledging this appointment offer is on the basis of your furnishing to the company correct information regarding your academic qualifications, past service/s, and other records



7. If at any time it is revealed that the employment has been obtained by furnishing false information or by withholding pertinent information, the Company shall be free to terminate your services at any time without any notice or compensation or liability thereof.
8. Your employment with the Company is subject to:
  - i. You're being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
  - ii. If so required by the Company, your disclosing for yourself and/or for your family including complete details of any personal business/ involvement in any other business ventures (whether by way of holding directorships or in any other way whatsoever) shares external to the Company and acceptance by the Company of those external interests.
9. Your appointment is subject to satisfactory reference checks and final clearance letter from your present employer, including clearance from any secrecy/service agreements that you may have executed, which could have a bearing on your working with us.
10. Your appointment is also subject to your being medically fit. When you report for duty please bring with you all original certificates relating to education, employment proof of last drawn compensation from your present employer, two passport-size photographs, proof for address, identity and the medical fitness certificate.
11. At the time of joining, you will be required to sign a Confidentiality and Non-Compete Agreement
12. You will work under the supervision of such managers(s) as may be decided by the company from time to time. The Company shall have the right to assign you any other tasks as may be necessary for effectively carry out your duties.
13. You will be governed by the Company's rules and regulations of service as in force and you will abide by the administrative orders of the company issued from time to time.
14. This engagement will be terminated by either party depending on the projects' and company's needs, employees are required to serve the notice period of 60 days to ensure that there will be enough time for a successful transition of the employees' outstanding tasks.
15. Your compensation shall be reviewed periodically on the basis of performance and any changes thereto will be at the sole discretion of the company.
16. You will hold for the benefit of the company and fully disclose to the company, any discovery, invention, improvement or any new processes devised and/or designed whether patented or not, during the term of your employment by the Company and the same shall be the property of the company and you will have no right, title, claim or lien thereof.



17. You shall not either during the continuance of your employment otherwise than in the performance of your duties or thereafter without the prior consent in writing of the company, disclose to any person, firm or company any information concerning the business, accounts or finances of the company or any of the secrets, dealings, transactions or affairs which have or may come to your knowledge, during the continuance of your employment and whilst such employment shall continue, you will prevent any such disclosures.
18. At the discretion of the Management, you may be transferred to any job / section / department / office within our organization, including its subsidiaries or associates or to any of our offices / branches anywhere in India or abroad.
19. You shall serve the company to the best of your skill and ability and shall give full attention to the business of the Company and shall not directly or indirectly be engaged in any other business and shall use your best endeavors to extend and improve the company's business and shall in all respects diligently and faithfully obey and observe all reasonable orders and instructions of the Company in relation to the conduct of the business of the Company.
20. You will not take up employment with the competitor (Competitor shall mean a person /organization, in any legal form, carrying on the business pursued by RSI Content Solutions India Pvt Ltd, during the tenure of the employment, in any territory, whether in India or overseas,.) of the company for a period of one year from the date of leaving the services of the company
21. You will be bound by the rules and regulations either in existence, extended or enforced by the company from time to time in relation to days of work, duty hours, absenteeism, conduct, information security, discipline, medical leave, annual leave and holidays or any matter relating to service conditions which will be deemed as rules, regulations and form as part of these terms of employment and the HR manual applicable from time to time.
22. You shall always provide your email, postal address or communication address and telephone number to the company, including at the time when you proceed on leave and also inform the company on changes happened if any.
23. You will ensure that the company complies with all statutory and legal requirements with regard to your area of responsibility.
24. You will be prepared to travel to other parts of India, and abroad, as required at the request of the company. Allowances for travel, boarding and lodging will be paid in accordance with the company's travel policy.
25. Your individual remuneration is solely a matter between you and the Company and has been arrived at on the basis of your specific background and professional merit. You



should maintain this information and any changes made therein from time to time as personal and confidential.

26. Your compensation and benefits shall be subject to Income Tax/Professional Tax rules as applicable, and in force from time to time. You will furnish at the beginning of the year a statement in writing to the accounts department of your likely earnings from all other sources as also all proposed investments. The company will then compute the amount of TDS at source that it will deduct from the salary payable. In case such written statement is not received within 30 days after joining, the company will be at liberty to deduct TDS at source as per IT rules on the taxable salary.
27. On termination of employment and/or resignation, you should immediately handover to the Company all tools, accessories, formulae, documents, specifications, books, etc. of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office (s), department (s), on production of which alone your dues, if any, may be settled by the Company
28. You will automatically retire on attaining the age of 60 years and may be retired earlier if found medically unfit.
29. On all matters concerning this employment agreement, the jurisdiction is of the courts at Chennai only

This letter supersedes any prior oral or written understanding regarding the terms and conditions of your employment with the Company, and any changes to such terms must be in writing and signed by you and an authorized representative of the Company.

Please return the duplicate copy of this letter duly signed by you in token of your acceptance of these conditions.

**With Best Wishes,**

**Sincerely,**

**For RSI Content Solutions India Pvt Ltd**



**Govardhana Krishna N**  
**HR Business Partner.**



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**RSI Content Solution India Pvt. Ltd.**

No 236, 9th Floor, Purva Primus Okkiyampettai, Rajiv Gandhi Salai,  
Thoraipakkam, Chennai-600097.

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CIN No. : U72900TN2015FTC102507

Salary Breakup		
<b>Name: Sathya Narayanan Sudhakar</b>		
<b>Designation: UI UX Architect</b>		
Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic	93500	1122000
House Rent Allowance	46666	561000
Standard Deductions	4666	56100
Special Allowances	65450	785400
Variable Pay	16830	201960
<b>Gross Salary</b>	<b>227205</b>	<b>2726460</b>
<b>Statutory Deductions***</b>		
Less-PF-Employees Contribution	1800	21600
<b>Take Home Pay</b>	<b>225405</b>	<b>2704860</b>
PF Employers Contribution	1800	21600
<b>Total Gross Cost-to-Company</b>	<b>229005</b>	<b>2748060</b>

For RSI Content Solutions India Pvt Ltd



**Govardhana Krishna N**  
**HR Business Partner.**

