

June 16, 2023

Mr. Tharun Kumar E

No 29, G Block, Thanikachalam Nagar,
8th Main Road, Ponniammanmedu,
Chennai - 600 110.

Dear **Mr. Tharun Kumar,**

Sub: **Offer of Employment**

We thank you for exploring career opportunities with SecureKloud Technologies Ltd (herein referred to as "Company")

You have successfully completed our initial selection process and we take great pleasure in offering you the position of "**Trainee – Software Engineer**". This offer is based on your profile, relevant work experience and performance in the selection process. Your title is indicative of the vital role that you will be playing in SecureKloud Technologies Ltd. We are confident that you will enjoy your role and make a significant contribution to the success of our business.

The enclosed Annexure details the compensation payable to you. The structure of your compensation plan may be altered / changed from time to time in line with the Compensation Structure Payroll and Practices of the Company.

Your reporting location will be Chennai, and the date of your joining is on or before **19-Dec-2023**.

- I. The offer made to you herein is subject to:
 - a) Your acceptance in writing to our offer of employment on terms mentioned in this letter, on or before two days from the expected date of joining.
 - b) You are submitting all the documents as mentioned in this Letter.
 - c) All information and records provided by you towards this employment being true and accurate at all times;
 - d) You are being found medically fit for carrying out the job expected out of the position offered.
 - e) Your antecedent verifications and documentary support of your educational qualifications are found satisfactory by the Company.
 - f) Your providing a Non- Disclosure and Confidentiality Undertaking to the Company in the manner required by the Company on the date of your join.

Your reporting structure shall be informed to you on joining and the Management reserves the right to change the same from time to time. In case the Date of Joining mentioned above is modified to mutual acceptance, then such revised date shall be reckoned as the date from which your appointment shall be deemed to come into effect.

E. Tharun Kumar

You have been appointed based on all the credentials / information submitted/provided by you. The Company reserves the right to carry out such background checks and antecedent verifications on you, as it may deem necessary. If during the course of such background verification, it is found that the credentials/information submitted/given by you is false or will not allow you to perform your duty effectively, the Company at its sole discretion shall terminate your employment without any notice.

- II. **Posting:** During the course of your employment with us, the Company reserves the rights to relocate you to any of our other offices or to any office of our group/sister/affiliate concerns whether existing as on date or that may come into existence on a later date, in any location throughout the world and you shall comply to the same. You may also be required to work out of any office of the Company's customers / clients during the period of your employment. You shall always abide by the rules and regulations applicable at the place that you work in.

- III. **Training:** The Company may identify training needs that will improve your skills and your ability with a view to enable you contribute better for the Company and provide such training at Company's cost. The training could be either classroom and / or on-the-job. The duration of such training would be purely based on business requirements and will be determined by your immediate Manager. You agree that the Company has agreed to incur the cost on the expectation of having your services for a reasonable period of time after such training. In such cases, you agree that it is fair and equitable for the Company to take at its discretion, an undertaking from you that you shall not leave the services of the Company for a period of two years from the date of completion of such training and in case you commit any breach of such undertaking the Company shall be entitled to seek appropriate remedies/damages against you. The cost will be actuals or six months of your gross salary whichever is less.

- IV. **Probation / Confirmation:** You will be on probation for a period of six months from the date on which your appointment comes into effect. The Probation period may be extended, based on your performance for a further period of three months or more at the sole discretion of the Company. Upon satisfactory completion of your probation, you shall be intimated in writing regarding your confirmation of services in the Company. Unless given in writing of your confirmation of services, your services with the organization shall deemed to be on probation only. Your appointment/services with the organization shall be liable for termination with fifteen day's notice or payment in lieu thereof and also without assigning any reason whatsoever, at any time during your probationary period.

- V. **Duties and Responsibilities:** You shall be informed about your roles and responsibilities by your reporting authority on the date of your joining and the Company reserves its rights in assigning additional or alternate duties and responsibilities as it may think fit from time to time during your employment with the Company which you are expected to fulfil with high degree of competence, diligence and in accordance to the Company's rules and regulations.

E. Shanmugam Kumar

Your performance in the company shall be periodically appraised as per Company's policies. In the event you commit any breach of the Company's rules and regulations, you shall alone be responsible for such acts, and the Company reserves its right to take such further action as it deems fit including termination and/or recovery of any loss or damage as the Company may deem appropriate.

This Offer shall stand automatically withdrawn without any necessity to communicate in writing to that effect, in case you fail to intimate the Company on your acceptance to the offer made herein on or before two days from the expected date of joining.

At the time of joining, photocopy of the following documents should be submitted. Please carry the original copies which would be returned after verification.

- Standard S.S.L.C. and H.S.C. mark sheets equivalent
- Degree / Post Graduate Certificate and mark sheets for all semesters
- Last Annualized Salary Drawn / Pay slip of last three months from the previous employer.
- Relieving Letter from your previous employers
- Three Passport size photographs.
- Photocopy of your Permanent Account Number and Aadhar Card

Please sign the duplicate copy of this letter on each page and return the same as token of your acceptance of the terms and conditions detailed in this letter.

In case we do not receive any confirmation from you on or before the specified date, we shall be compelled to treat it as non-acceptance of our offer from your end and shall treat the offer as a declined offer. For further queries / clarifications, feel free to get back to us.

With best wishes and looking forward to a long and mutually beneficial association.

Yours sincerely,

For SecureKloud Technologies Limited



RAMESH SAMPATH S

MANAGER – HUMAN RESOURCES

I have read, understood and agree to the terms and conditions as set forth in this letter.



Place: Chennai

Full Name: E. THARUN KUNAR

Date: 16/6/2023

Signature: E. Tharun Kumar

Annexure A

COMPENSATION & BENEFITS DETAILS				
Name	Tharun Kumar E	D.O.J.	19-Dec-2023	
Designation	Trainee Software Engineer	Band & Level	B1 L1	
1. Fixed Salary		Per Month (INR)	Per Annum (INR)	
1.1	Basic	12,500	1,50,000	
1.2	House Rent Allowance	6,250	75,000	
1.3	Special Allowance	3,841	46,095	
Gross Monthly Salary		22,591	2,71,095	
2. Retiral Benefits				
2.1	Employer Contribution to Provident Fund	1,800	21,600	
2.2	Gratuity ^		7,305	
Fixed Cost to Company		25,000	3,00,000	
3.1	Retention Bonus **		50,000	
Gross Cost to Company		29,166	3,50,000	
For SecureKloud Technologies Limited		Accepted		
				
RAMESH SAMPATH S MANAGER – HUMAN RESOURCES		Signature [E. THARUN KUMAR]		

^ Gratuity amount is payable only where the employee completes 5 years of Continuous Services with the Company and as per the provisions of the Payment of Gratuity Act, 1972.

**Retention Bonus for FY 23-24 is payable in full, which will be subjected to payment after completion of the 1st year, from the date of joining.