

To,
Mr.Hiran Vikraman.S.R
S/o Saravanan,
102/4,Rajagopai Thottam 1 strret,
Karungal Palayam,
VTC:Erode,PO:Karungalpalayam,
Dist:Erode
TamilNadu-638003

Date : 07/07/2024

Place : Bangalore

Subject: Letter of Appointment

After the successful completion of Internship period of 6 months, we are pleased to offer you the position of Software Engineer. Your initial place of posting will be in Bangalore and date of Joining will be 08/07/2024.You will be offered a CTC of Rs. 7,00,000 lakhs/annum.

CTC will be broken into three components .

- Salary component for the year will be Rs 5,50,000
- Performance bonus component for the year will be rs.1,00,000 and will be paid at the successful completion of an year.
- Retention bonus of Rs.50,000/-will be paid at the end completion of 18 months from July 8,2024.

This appointment is subject to the following terms and conditions:

You are bound by the rules and regulations of the company,prevalent from time to time.Any violation would be considered as breach of agreement and would be dealt suitably.

Your place of reporting shall be at the location mentioned above. The management however is vested with the right to depute/transfer your service to any other location in/outside India in consistence with the company business interest.

Either the Company or you could discontinue your employment with the company,with a notice period of 60 days.

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Your compensation and benefits are confidential. You are requested not to divulge/share this information.

- Responsibilities
 - The Employee shall assist the company and its clients in their information technology requirements.
 - The Employee may be required to work at the sites of the company's clients in India/abroad, sometimes for extended periods of time.
 - Subject to the discretion of the company, the Employee shall not refuse to take up any assignment that may be offered to him by the company.
 - The Employee shall be expected to exercise his/her specialized expertise and judgment to provide the company and / or its client with high quality services.
 - The Employee shall be expected to abide by the rules and regulations and maintain and represent the company's high standards of services at all times, whether within the company or at its client's site(s).
 - The Employee will be courteous and honest at all times, whether within the company or at its client's site(s).
 - The Employee shall not publicly criticize, defame or misrepresent the company and shall not, knowingly, commit any such actions which may result in the company's image/business being adversely affected.
 - Hours of work
 - The Employee shall be expected to work within the number of hours, normally required for a particular assignment. Such work shall be of good quality.
 - The Employee is expected to be present during the normal working hours of the company and/or its clients. The normal working hours shall be decided by the company based on the government rules, which may be subjected to change.
- Confidentiality
 - The Employee shall treat all information obtained directly/indirectly from other employees, clients/customers during the course of his/her/their internship/employment with the company, as strictly confidential.
 - Such information may include, without limitation, the company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, software, program modules, any source code or parts thereof, passwords, etc., but

shall not include information known or available to the employee prior to his/her employment with the company and/or readily available to persons of ordinary skills in the assigned areas of technical/business expertise.

- The Employee shall not, without the specific permission of the company, take out of the company's premises and/or access in any manner through electronic networks, from any outside location, any software, program module, source code or any parts thereof.
- Any violation of the provisions of this clause shall be viewed very seriously by the company and such Employee, who may be found guilty of violation of these provisions shall render himself/herself open to instant termination of the contract and/or become liable to the company for payment of compensation/damages as well as such other legal relief's as the company may, in law, be entitled to.
- Ownership of inventions, ideas etc.
 - The company shall be the sole owner of all inventions, ideas, materials, systems, codes etc. that may be devised/created by the Employee in the course of his/her employment with the company.
 - The Employee shall have no claim of any nature whatsoever, in respect of any information/material belonging to the company, and undertakes not to utilize, part with or divulge such information to any third party and/or utilize the same for his own purposes, even after he/she has ceased to be a Employee of the company.
- Exclusivity
 - During his/her course of employment with the company, the Employee undertakes to work only for the company and shall not take up or be involved with or in any other business/ organization/ firm/individual on part/full time basis for payment or otherwise.
- Non-Compete
 - During the course of his/her employment with the company, the Employee undertakes not to accept any employment of whatsoever nature from the company's clients and/or customers.
 - During the course of his/her employment with the company, the Employee undertakes not to solicit business of any nature, either directly or indirectly, for himself/herself, or for any other third party, from the company's clients and/or customers.
- Commitment

- Commitment to be in employment for a period of 18 Months after in-company internship.
- Accepting this offer means the employee is committed to be with the company for a period of one and a half years from the date of joining after the internship period. Breach of this commitment may lead to non-issuance of relevant certificates from employer (Immergro Technologies PVT LTD) at the time of separation from company. Employer (Immergro Technologies PVT LTD) reserves the right to collect cost of training and internship from the employee in such cases.
- Term of Contract
 - The terms of this contract and/or modifications/amendments thereto, shall be binding upon the parties hereto during the entire course of the Employee's employment with the company.
 - However, in cases where the Employee may be handling certain sensitive or important assignments on behalf of the company, the company reserves its right to refuse permission to the Employee to resign from or quit his/her employment and call upon him/her to, first, complete such assignment to the satisfaction of the company and/or its client.
- Consequences of breach
 - The Employee is aware that the company shall incur considerable expenses including, but not limited to, recruiting the Employee, training the Employee, attorney fees, travel expenses, commitments to clients etc.
 - Further, as a result of any breach of this contract by the Employee, the company also has the right to terminate this contract without giving any notice to the Employee.
- Miscellaneous
 - Apart from the above terms and conditions, the Employee shall also be bound by and shall adhere to such other rules and regulations as may be in force, from time to time, in the company.
 - The Employee shall also be bound by such other orders/directions etc., as may be issued by the company to the Employee from time to time.
 - Please produce your certificates and testimonials on the date of joining.
 - Digiledge is the registered trademark of Immergro Technologies Pvt Ltd.
 - You are requested to read and understand this letter of offer in detail. In the event if any clarifications are needed the same

maybe addressed to us for further clarification. Upon proper understanding if the above terms are acceptable please sign this offer letter as token of your acceptance and return a copy of the same.

Yours Sincerely,
For IMMERGRO TECHNOLOGIES PVT LTD(DIGILEEDGE),
Chandni Mahesh (Co-Founder)




I, ----- have read and understood the above terms and conditions and accept the appointment..

Signature :
Name :
Date :