

Sushma Annapureddy
RTechSols Private Limited
SY No 67, H No. 2-4-125/A/51,
Mallikarjuna Nagar,
Uppal, Hyderabad 500039



June 03, 2021

Kishore Soundararajan
D No 4/43-2(A), Bharathinagar
Bodipatti
Tamil Nadu - 642154

Dear Kishore,

Re: Offer of Employment

I am delighted to offer you employment on a full-time basis in the role of Jr. Developer. It is intended for you to commence your employment on or before July 05, 2021 ("Commencement Date").

Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be employed on the terms and conditions in this agreement, in the role of: Jr. Developer

In addition to any duties allocated by the Employer from time to time, your position will involve the duties set out below:

- Assesses change requests to determine whether feasible within the system*
- Designs how code should be developed for each change request*
- Develops code to deliver on change request and new product*
- Feeds back to relevant internal stakeholders any identified flow on impacts to proactively mitigate*
- Tests code across identified scenarios, assesses performance and corrects any under performance*
- Coordinates peer review of code to ensure high quality of code*
- Maintain independent development environment*
- Maintain and ensure data integrity*

Supports internal stakeholders with requests around checking data in the system
Follows internal process consistency
Proactively provides feedback on internal systems and processes to drive continual improvement

2. Location

Your duties may be performed from such location as you see fit although we may direct you to work from specific locations.

3. Probationary Period

Your employment is subject to the satisfactory completion of a probationary period of six months.

The probationary period is designed to grant the Employer time to assess whether you are able to fulfil your role with the Employer. During the probationary period your employment may be terminated by either you or the Employer upon providing 1 week written notice (or payment in lieu of that notice).

4. Hours of Work

(a) As a full-time employee you will be required to devote substantially the whole of your time and attention during the Employer's ordinary business hours to the performance of your duties under this agreement.

(b) You will not be entitled to receive any remuneration for work performed outside of the hours referred to in sub-clause (a) above.

5. Salary and Benefits

(a) Your annual salary will be Rs. 5,00,000/- CTC (Rupees five lakh only).

(b) This salary will be paid by monthly in the following manner: deposit into nominated account.

6. Leave

(a) You will be entitled to annual and long service leave in accordance with the applicable laws and the leave policy of the company.

7. Company Policies

You agree that the Employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contract.

8. Confidentiality and Intellectual Property

(a) You agree that you will not divulge any of the confidential information or trade secrets of the Employer to any person, whether during or after the termination of your employment.

(b) You agree that you will not use, attempt to use, or assist another person in using any confidential information you may acquire in the course of your employment in a manner which may cause loss to the Employer.

9. Termination

(a) During your employment, either party may terminate this agreement by providing written notice of 2 Months (or payment in lieu of notice) to the other party.

(b) Notwithstanding sub-clause (a) above, the Employer may terminate this agreement by notice effective immediately without payment (except salary accrued to the date of termination) where you have committed an act of wilful or serious misconduct, are significantly neglectful of your duties, or you are in breach of this agreement.

Acceptance

Please indicate your acceptance of this Letter of Offer and the terms of your Employment contained herein by signing and returning the enclosed copy of this letter to the Employer.

Yours sincerely,

Sushma Annapureddy
RTechSols Private Limited

I, **Kishore Soundararajan**, accept and agree to the terms of conditions of employment contained in this Letter of Offer and agree to be bound by them.

Signature

Date