

OFFER CUM APPOINTMENT LETTER

October 15, 2020

Mr. Naga ManiKanta Ayyala
Dr.No: 7/192, BalijaPalli, Beside PoliceStation,
Chinnamandem, Rayachoti, Cuddapah,
Andhra Pradesh – 516214.

Dear Naga ManiKanta Ayyala,

This has reference to our Letter of Intent. We are pleased to offer you an appointment with us as **Associate Software Engineer**. This offer will be valid till the completion of this project or till the completion of your assignment in this project whichever is earlier. The terms and conditions of your employment are as follows:

Section-I: Administrative

- | | | | |
|----|----------------|---|---|
| a) | Your Position | : | Associate Software Engineer. |
| b) | Location | : | Bangalore. |
| c) | Address | : | #28/4, 4th Floor, Above Prima Diagnostic, Siddapura Village, Varthur - Whitefield main road Landmark: Next to Mainland China, Varthur Road, Whitefield, Karnataka 560066. |
| d) | Hours of Work | : | Normally 8 hours a day, 5 days a week |
| e) | Reporting Date | : | November 02, 2020 |

Section-II: Financial Data

Salary Head	Per Month (In Rs)	Per Annum (In Rs)
BASIC	13559	162708
HRA	6780	81360
CONVEYANCE	1600	19200
MEDICAL	1250	15000
MGT. ALLOWANCE	2724	32688
SPECIAL ALLOWANCE	3254	39048
C.T.C	29167	350004



080- 54254854



info@fedoci.com
 www.fedoci.com

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Section-III: Company/Miscellaneous Information

- a) You shall be on probation for six (6) months. Thereafter, your performance will be reviewed and if found satisfactory, your services will be confirmed by a letter of confirmation. During the probationary period, your employment can be terminated by either side by giving one month's notice or one month's gross pay in lieu of notice.
- b) Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. However, for your income tax you shall be personally responsible for filing returns etc. The company will provide you the tax deductions certificate, if applicable at the end of each financial year.
- c) You will be entitled for 9 days medical leave per annum. Your request for medical leave should be duly supported with a medical certificate signed by a registered medical practitioner. In addition to this, you will be entitled to earned leave at the rate of 21 working days per annum after completion of one year. You may avail leave earned with the prior information/permission and approval of senior management.
- d) Your appointment shall be subject to your being declared physically fit. Even thereafter, in case it is considered essential, you shall have to undergo periodical or special medical examination from such a doctor as may be nominated by the company for the purpose of determining whether or not you are medically capable of carrying out your duties and if you are found medically unfit your services are liable to be terminated.
- e) That you shall strictly abide by the rules, regulations, office order and instructions issued by Senior Management from time to time.
- f) That you shall have to carry out such duties as are assigned to you and during such hours including split duty hours as may be directed by Senior Management and your superiors from time to time which in the event of your refusal will amount to gross misconduct.
- g) That during your employment with us, you shall not work anywhere else directly or indirectly, part time, or full time, honorary or in any other capacity without written approval of Senior Management and you shall not disclose to anybody any confidential information available to you in the course of your employment with the company.
- h) For all other matters not herein specified, the company's conditions of service and service rules and amended from time to time shall be applicable.
- i) Any instance of improper conduct, misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate dismissal. In such an event, payment of salary and all other payments



shall cease as per the date of this dismissal. Improper conduct shall be deemed to include direct or indirect participation by the employee or authorized agents in any political activity in any country or in any professional or business undertaking or activity that could lead to a conflict of interest.

- j) The written notice of termination of this contract of employment will be one (1) month by either party or one months' gross salary in lieu of notice period. In case you leave your employment without giving requisite notice, no relieving order will be issued and settlement of dues will be at the discretion of the Management. The Management reserves the right to deduct, as liquidated damages, an amount equal to one months' gross salary from any amount that may be due to you and if the same is not available or is insufficient then the Management shall have the right to recover such amount as found due from you in any manner deemed fit.

Please sign the duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

Yours faithfully,
For **Feedoozy Technologies Pvt. Ltd.**

Archana Naidu



Archana Naidu
Vice- President



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