



CONFIDENTIAL

01<sup>st</sup> November 2022

**Mr. Kurakula Praveen Kumar,  
Bangalore.**

**Dear Mr Kurakula Praveen Kumar,**

**SUB: Appointment as SDE 1: Full Stack Developer.**

We are pleased to offer you the position of **SDE 1: Full Stack Developer**. Your date of appointment is effective **02<sup>nd</sup> : November : 2022**.

We are enclosing a copy of the terms and conditions of employment. Please sign and return the same to acknowledge your acceptance. Pinnacle Consultz reserves the right to amend the terms and conditions from time to time, but will keep you informed of changes if any.

Please fill in the joining and acceptances forms and return it to us.

We take this opportunity to welcome you to Pinnacle Consultz and trust that this will be the beginning of a mutually rewarding association.

Best Wishes,  
From Pinnacle Consultz.

*Sharmila Sivaranjani*

**Sharmila Sivaranjani M  
Global Head Strategic Hiring**

**PINNACLE CONSULTZ**

Email: [HR@PINNACLECONSULTZ.COM](mailto:HR@PINNACLECONSULTZ.COM)  
No.32, 2nd Stage, 3rd Cross, Okalipuram  
Bangalore - 560 021, Karnataka, India

[www.pinnacleconsultz.com](http://www.pinnacleconsultz.com)



CONFIDENTIAL 2

**Mr. Kurakula Praveen Kumar**

## TERMS & CONDITIONS OF EMPLOYMENT

### 01. SALARY & BENEFITS

Your salary and benefits will be as follows:

Your Annual Gross Salary (Cost to Company) **Rs. 5,50,000/- (Five Lakh And Fifty Thousand Only)**

### 02. REFERENCES

**This offer is subject to receipt of satisfactory references from your previous employer.**

### 03. TRANSFER/DEPUTATION

You are liable for transfer/deputation in such capacity as the Company may decide from time to time to any other location, department, establishment, or branch of the company or subsidiary or associate or affiliate of the company. In such case, you will be governed by the terms and conditions of services, applicable to the new assignment.

### 04. HOURS & PLACE OF WORK

Your normal working hours will be from Monday to Friday, 9 AM to 6:00 PM. The work timings mentioned is indicative only and is open for change as per business needs of the client. There will be occasions when you will be required to work additional hours to meet business needs. This may include weekend working. You will be based at our client's office, **Actyv.ai** also known as "**Autolytics Technology Private Limited**" "2nd Floor, Simpliwork, Salarpuria Sattva Supreme, Marathahalli - Sarjapur Outer Ring Rd, Marathahalli, Bengaluru, Karnataka 560037"

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## 05. CONTRACT PERIOD

The duration of your contractual assignment with **Actyv.ai** also known as “**Autolytics Technology Private Limited**”. will be for 1 year from the date of commencement. Any change in tenure will be discussed with the client and provide you 1 month of notice & it will be solely at the discretion of Pinnacle Consultz.

## 06. OTHER BUSINESS ACTIVITIES

You are required to relinquish any existing business activities and commitments, which may conflict with Pinnacle Consultz & client **Actyv.ai** also known as “**Autolytics Technology Private Limited**” businesses.

You will not take up any other work for remuneration (Part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without permission in writing, from the Managing Partner of the Company.

## 07. CONDUCT

You are responsible for the propriety and consequences of your actions. Consultant conduct on behalf of the Company must reflect the highest standards of honesty, integrity and fairness at all times. All business must be conducted in an ethical and strictly legal manner and comply with the laws of the countries in which Pinnacle Consultz, does or seeks to do business.

## 08. Leave

As per the rules of the Company in force from time to time\*. You would be entitled for one sick leave in a month.

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## 09. GRIEVANCE PROCEDURE

If you have grievance or concerns please feel free to contact Mr. Praveen from Pinnacle Consultz to discuss and if necessary escalate it to the Managing Partner.

## 10. TERMINATION OF EMPLOYMENT

You are required to give **2 months calendar month's notice** if you wish to leave the employment. During the notice period, you will be required to serve the company. Your employment is liable to be terminated without any notice or pay on account of negligence in performance of your duty, client request due to lack of accountability and/or carelessness. You agree that the company will be free to terminate your employment without pay or assigning any reason thereof in case of uninformed absence by you for 7 days continuously.

The Management may decide to relieve an Consultant on his/her request before the completion of notice period **at its sole discretion** in which case you will be required to pay (Gross pay) the shortfall in notice period to the company. In case an Consultant does not serve the notice period as per policy and stops attending his/her duties the company will be free to take corrective action which may include a penalty amount.

## Terms and Conditions

The details in this offer letter are clearly explained and I fully agree to accept employment on the terms and conditions mentioned in this contract of employment. I fully understand this is confidential & will abide by the company policies.

Name: **Kurakula Praveen Kumar**

Signature

Place: Bangalore

Date:

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## **Annexure**

### **SALARY BREAKUP**

- Name of the Consultant: **Mr. Kurakula Praveen Kumar**
- Date of Appointment: **02<sup>nd</sup>: November: 2022**
- Designation: **SDE 1: Full Stack Developer**

### **SALARY BREAKUP**

Particular	Amount (RS)
Fixed Pay Per Annum	5,50,000
Gross Salary Per Annum	5,50,000

- **Gross Salary Per Month Rs. 45,833/\*-** (Statutory deductions such as IT and Profession tax, as applicable, will be borne by you. Note 10 % TDS /Tax will be deducted from every month's salary for which we will issue the form 16A quarterly)
- **Payment details:** Salary would be credited on the last working day of every month. Note: If the date of joining is post 15<sup>th</sup> of any month, then current month salary and subsequent month's salary will be credited together.

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