

Ref. No: VG/AL/200122/047

Date: 20th Jan, 2022

APPOINTMENT LETTER

To,
Manish Kumar

Congratulations!

Vcana Global LLP also referred to as (“Company” or “The Company” or “Entity” or “it”) is pleased to appoint you in the position of “Sr. System Administrator”. This appointment letter has been signed on your date of joining i.e., **20th Jan, 2022** as mentioned in the “Letter of Intent” email after your acceptance to the same.

This offer is contingent to the following:

- Your acceptance of the offer and sending your resignation letter within the prescribed time frame above.
- The successful completion of all background and reference checks.
- Completion of all new hiring paperwork, which may include but not limited to the signing of the Non-Disclosure Agreement, Equal Opportunity and Electronic Usage Agreements.
- This offer of employment is made to you in good-faith based on the information provided by you during the interview process. If any part of the material information provided by you is found to be inconsistent, false or a misrepresentation, Vcana Global LLP has the right to terminate this employment with no notice or compensation in lieu of notice.

Your employment with *Vcana Global LLP* is considered “at-will”. This means that it is not for any specific period of time and can be terminated by either you or by the Company at any time and for any or no particular reason or cause as per the “Exit Terms” given below in the offer letter. It also means that your job duties, title, responsibilities, reporting level, compensation and benefits, as well as the company's personnel and other policies and procedures, may be changed at any time, with or without advance notice at the sole discretion of the company.

This 'at-will' nature of your employment with the company shall remain unchanged during your tenure as a Vcana Global LLP employee, and can only be changed by an individualized,

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