

02nd Jan 2023
Mr. Sanjeevaiah Sompalli,
Hyderabad.

Offer of Employment

Dear Mr. Sanjeev,

With reference to your job application, followed by subsequent interviews, Perigord Data Solutions India Private Limited, is pleased to offer you a job as **“Senior Software Automation Tester”** and your appointment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

1. Job Title and Place of Work

You will be designated as Senior Software Automation Tester at Perigord Data Solutions India Pvt Ltd located in 10,A, 10th floor Vaishnavi Cynosure, 2-48/5/6, Telecom Nagar Extension, Gachibowli, Hyderabad, Telangana, 500 032, India.

2. Date of Commencement of Employment

Employment under this contract will commence on **01st Feb 2023** or as close as possible to that date.

3. Employment and type of contract

This is a permanent full-time position.

4. Remuneration

You will be paid a fixed salary of **Rs. 16,75,000/- LPA** which will be paid monthly along with Retention Bonus of **Rs. 1,25,000/- LPA** paid twice in a year after successful completion of probation period. Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.

5. Hours of Work

The Company's normal hours of business are 11.30am to 20.30pm on Monday to Friday with lunch from 1.30pm to 2.00pm. You will also have an additional 30 minutes break from 17.30pm to 18.00pm. You may be required to work outside of these hours from time to time. It may become necessary to change your working arrangement to a Shift Basis, either on a Temporary or a Permanent basis. It is likely that you could be required to work on an arrangement that is different on different weeks, such as Morning Shift followed by Afternoon Shift. The exact shift pattern and hours would depend on the needs of the business. You would be given at least two weeks' notice of any such change. Your employment is strictly on the basis that you agree to work such a shift arrangement.

Perigord Data Solutions India Private Ltd.
10 A, 10th Floor, Vaishnavi's Cynosure, Telecom Nagar,
Gachibowli, Hyderabad.500032, India

Tel: +91 40 29801699

www.perigord-as.com

Registered in India:

CIN: U72900TG2018FTC124885

Directors: Alan Leamy, Paul Leamy

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6. Duties

You will perform all acts, duties and obligations and comply with such instructions as may be specified by the company and which are reasonably consistent with your job title and profile. Perigord may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities.

7. Probation Period

This appointment is subject to a probationary period of 6 months. During this time, the company will assess your suitability to the position. Should the Company find your performance unsatisfactory, we reserve the right to terminate your contract without any notice in writing. In certain instances, the company reserves the right to extend the probationary period.

8. Work Ethics

It is the policy of the Company to conduct its affairs in strict compliance in letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, the following guidelines are agreed upon.

- (a) Gifts: Not accepting or offering substantial gifts, not indulging in excessive entertainment, favours or payments which may be deemed to constitute undue influence or otherwise be improper or embarrassing to the Company
- (b) Borrowing and lending: Not to borrow from or lend to employees, customers or suppliers.
- (c) Company property: Not to use or authorise the use of Company property improperly.
- (d) To conduct the business of the Company and self in a manner that is professional, ethical and fair to all concerned.

9. Notice of Termination of Employment

- (a) The period of notice to be given in writing by the Company or by you to terminate your employment (except in cases where summary dismissal is justified) is as follows:

Terms of Notice Period	Notice to be given by Employee	Notice to be given by Company
Within probationary period	1 month	1 Week
Post probationary period to 3 years inclusive	2 months	2 months
3 years +	3 months	3 months

- 10. Code of Conduct:** Your appointment at Perigord would require you to be bound by the prevailing code of conduct, rules, regulations, policies, procedures and guidelines of the company.

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- 11. Background Verification:** The company will complete a background check on all new employees. This includes a criminal check and a check with two most recent previous employers, if applicable to you. In all cases a criminal check will be completed. This employment is conditional on the company receiving a satisfactory report on all background checks. In a case where the company receives an adverse report against you from a previous employment or criminal check which may be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your employment immediately. By signing this contract, you consent to the company carrying out these background checks and confirm your understanding of the conditions attaching to this.
- 12. Employee Handbook:** The employee handbook (as amended from time to time) shall govern your employment except so far as they are inconsistent with the terms of this letter. You will be provided access to employee handbook via Sharepoint once you have joined Perigord. Your appointment with Perigord would require you to be bound by all rules; regulations and guidelines issued by Perigord from time to time, in relation to personal and professional conduct, and discipline. You are also required to sign the "Terms of Employment." Your acceptability of these agreements and compliance to rules, regulations and policies shall also be deemed to be a part of employment terms at Perigord.
- 13. Miscellaneous:** Perigord assumes that the information provided by you in all aspects related to your background check or otherwise is accurate and comprehensive. In the event, the information provided by you is found to be false or fraudulent, Perigord shall have right including but not limited to revoke this offer letter or terminate your employment with Perigord, as the case may be. In case any provisions or part thereof in this letter is held to be invalid or unenforceable by any court of competent jurisdiction, it will not affect the validity or enforceability of the remaining provisions or parts thereof. The information contained in this letter of appointment is 'Personal & Confidential'. This letter contains sensitive, personal and confidential information and its contents are not to be shared with or divulged to other Perigord employees excepting your supervisor(s) or the Human Resources Department.

For Perigord Data Solutions India Pvt Ltd.,



Date: 02-Jan-2023

.....
Shweta Jha
HR Manager

I hereby agreed to the above Terms and Conditions of my employment without any reservations.

.....
Sanjeevaiah Sompalli

Date:

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Annexure A

Compensation and Benefits

Particulars	Amount
Basic Pay	Rs. 6,70,000
HRA	Rs. 2,68,000
Special Allowance	Rs. 6,03,711
LTA	Rs. 1,11,689
Total Fixed Pay	Rs. 16,53,400
Company Contributions	
Employer Provident Fund (12% on Basic)	Rs. 21,600
Total Gross Pay	Rs. 16,75,000
Retention Bonus*	Rs. 1,25,000
Annual CTC	Rs. 18,00,000

- Term Life and Personal Accident insurances are provided by the company at the company expense. There is no contribution by the employee. These insurances may be reviewed from time to time and may be subject to change and the same will be communicated to you in advance of such change. This change could result in the benefit being removed, reduced or increased at company discretion.
- Annual CTC includes employer's contribution to Provident Fund, as applicable.
- Any employee deduction will be governed by applicable laws and prevalent company policy and may be subject to change.
- The above breakup of retention bonus is split and payable twice a year. Retention Bonus will be on current salary subject to retention bonus policy.
- Employee will be eligible for Retention Bonus on successful completion of probation period.

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Annexure B

List of documents to be submitted at the time of Joining

S No	Description
1	Education provisional certificate and mark sheets of the highest qualified degree / professional qualification.
2	Experience Certificate and Relieving Letter (and/or Acceptance of resignation letter) of last two employers.
3	A self-attested copy of the PAN (Permanent Account Number) card & Aadhaar Card, Bank passbook copy
4	1 passport size photograph

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