



Whitedeer
Innovations

04th July, 2024

ANNANGI SHIVA PRASAD

Hyderabad

Offer of Employment

Dear Shiva,

On behalf of **WHITEDEER INNOVATIONS Pvt. Ltd.**, I am pleased to offer you the role of **Senior Test Engineer** and your employment with the company will begin on **July 10th, 2024** or sooner based on the release date from the current employer.

1. Compensation

- a) You will receive compensation of **12,25,000** Indian Rupees/- per annum as outlined in **Annexure "A"** however Income Tax or any other statutory deductions will be done at source. Bifurcation of your salary into various heads is at the sole discretion of the company.
- b) The salary shall be paid in accordance to the payroll practices followed by the company.

2. Confidentiality

- a) You are required to maintain confidentiality of business documents and shall be used in discharge your duties. Information relate to nature of work, client names, financial credentials, work process and procedures, policies, compensation, payment terms to clients etc are very sensitive in nature shall remain confidential during and after service.
- b) You shall not disclose any confidential information to any third party without prior notice or written consent of the company.
- c) All confidential information and any information which is written as "Confidentiality" shall remain property of company. In case the information shared with third party, either party shall treat the information as confidential and shall not disclose with others.
- d) You are prohibited to give public statement, press release, public announcement which can result in damaging the company reputation, relation to customers, clients, partners, suppliers, employees, lenders or any other business associates.
- e) Any work done or created during the course of service either in working hours, weekends, holidays, overtime etc will be considered as part of duties. Any practices which produced effective results and benefited to company shall remain the copyright of the company.

WhiteDeer Innovations Pvt Ltd

B/5, Road No. 2, Venkateshwara Nagar, Banjara Hills, Hyderabad, Telangana 500034



Whitedeer
I n n o v a t i o n s

- f) You are required to sign a Non-Disclosure or competent agreement for the safety and security of company. Any changes shall be communicated to you by the company time to time and same shall be enforced with an effective date.

3. Non Solicitation

- a) You acknowledge that you will not involve in sharing of trade secrets during or after service to any third party.
- b) You will not engage in commission other than company proposed, bribes, forgery which shall impact the business operation shall be considered as a serious offense.
- c) Poaching of employees from the company is a serious offence and the company reserve the right to take action which is deemed necessary to fit the company reputation.

4. Duties and Responsibilities

- a) You are complete ownership and responsible for the safe guard of all the Company's properties, correspondence, specifications, formulae, books, documents, market data, cost data, affects or records belonging to its business which may be in your use, custody, care or charge and return in good condition.
- b) Your appointment in the company is full time and should devote exclusively to the business and interests of the company. You will not be employed by any other company (part time or consultant or partnership) or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business, seek membership of any local or public bodies without prior permission in writing from the employer.
- c) You are required to maintain high confidentiality on legal obligations, any information regarding the Company's affairs or administration or research carried out during the course of employment or after without the consent of employer.

5. Notice Period

- a) A notice of 3 months is required during the first year of your employment with the company by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 3 months. Notice period is considered to start from the point the termination letter is received by the manager
- b) However, in the event, you are found to be non-performing or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, misconduct, breach of the terms and conditions which is likely to affect the reputation of the Company, your services will be terminated without notice on disciplinary grounds.

WhiteDeer Innovations Pvt Ltd

B/5, Road No. 2, Venkateshwara Nagar, Aurora Colony, Banjara Hills, Hyderabad, Telangana 500034



Whitedeer
I n n o v a t i o n s

6. Code of conduct

- a) You will serve honestly, faithfully, diligently and efficiently during your employment with the company.
- b) You shall not involve in any unethical practices such as misbehavior with superiors, peers and other staff, disobey the instructions given by superiors, delaying the work without reasons, ineffective communication etc.
- c) You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to confidential information. These policies are updated in a periodic basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.

7. Grievance

- a) All disputes or employment related problems can be resolved at company level by discussing with HR or close point of contact.
- b) During your services with the company, you will be governed by the rules and regulations in respect to conduct and discipline and other matters as may be framed by the company from time to time. All disputes pertaining to employment will be executed in Hyderabad, Telangana jurisdiction.

We are pleased that you will be a part of **WHITEDEER INNOVATIONS PRIVATE LIMITED** and looking forward to working with you. We believe that you will find **WHITEDEER INNOVATIONS PRIVATE LIMITED** as an exciting and fulfilling place to work. To confirm this offer, please sign this letter and return it to me as soon as you can.

Should you have any questions, please feel free to contact me.

Sincerely,

Raj
HR Manager

WhiteDeer Innovations Pvt Ltd

B/5, Road No. 2, Venkateshwara Nagar, Aurora Colony, Banjara Hills, Hyderabad, Telangana 500034



Whitedeer
I n n o v a t i o n s

Acceptance

I have read and understood the terms and conditions mentioned in this letter of appointment and I hereby confirm the acceptance of the same.

Full Name: **ANNANGI SHIVA PRASAD**

Signature: _____

Date: _____

WhiteDeer Innovations Pvt Ltd

B/5, Road No. 2, Venkateshwara Nagar, Aurora Colony, Banjara Hills, Hyderabad, Telangana 500034



Whitedeer
Innovations

ANNEXURE 'A'
COMPENSATION DETAILS

Name : Annangi Shiva Prasad
Designation : Senior Test Engineer
Date of joining : 10/07/2024
Work Location : Remote

Earnings	Salary	
	Per month	Per Annum
Basic	39,167	4,70,000
HRA	19,583	2,35,000
Statutory Bonus	2,648	31,786
Flexi Benefit Plan	30,355	3,64,250
Gross Salary	91,753	11,01,036
Provident Fund	4,400	52,800
Gratuity	1,764	21,164
Cost to Company	97,917	11,75,000
Variable Pay		50,000
Grand Total		12,25,000

Note:

1. *Total Net pay will vary based on the TDS and other declarations.
2. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such.
3. Any tax liability arising out of your compensation should be borne by the employee and it will be as per Income Tax rules

WhiteDeer Innovations Pvt Ltd

B/5, Road No. 2, Venkateshwara Nagar, Aurora Colony, Banjara Hills, Hyderabad, Telangana 500034