

STRICTLY PRIVATE AND CONFIDENTIAL

February 6th, 2017

Mr. Sai Kumar Pechetti
H: No:6-117/29/5
Sree Ramnagar, Ameenpur
Hyderabad
Telangana - 500020
8341545085

Dear Sai Kumar,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

| | |
|-------------------------|--|
| Position: | Trainee - Software Engineer |
| Date of Joining: | On or before June, 2017 |
| Compensation: | Gross Compensation of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only) |
| Notice Period: | In case of resignation / termination of services, either party will be required to give a two-month notice in writing |
| Place of Work: | Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the organization or any one of its associates or customers, conducts business |

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing a copy of the offer letter

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with Ggk.

Sincerely,



Moulikka Singh
HR Manager

Signature:
Dated:

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-Copy-

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Moulikka Singh
HR Manager

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Details of Salary

Name: Sai Kumar Pechetti

Position: Trainee - Software Engineer

Compensation Details (INR)

| Sl. No. | Particulars | Yearly | Monthly |
|----------|---------------------------|----------------|---------------|
| A | Fixed Compensation | | |
| 1 | Basic | 49,500 | 4,125 |
| 2 | HRA | 19,800 | 1,650 |
| 3 | Conveyance Allowance | 19,200 | 1,600 |
| 4 | Medical Allowance | 15,000 | 1,250 |
| 5 | Special Allowance | 32,239 | 2,687 |
| B | Standard Benefits | | |
| 6 | Provident Fund* | 11,880 | 990 |
| 7 | Gratuity | 2,381 | 198 |
| C | Gross Compensation | 150,000 | 12,500 |

**PF will be deducted as per the statutory norms.*

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Terms and Conditions

1. Working Hours

The organization works 5-6 days a week, 8.5 hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders. You will be required to work 5 days a week and the 1st and 3rd Saturdays of every month till you complete 2 years of tenure in the organization.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining us regarding your Employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Educational Qualification

This offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews.

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.
Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws and company policy as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, applicable as per statutory laws.

8. Health Insurance

You and your dependents will be covered as per the existing Group Insurance Policy facilitated by the organization.

9. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

10. Background Checks

Background checks (Address, Criminal and Education, Employment or any other check as required by the organization from time to time) are conducted for all associates. Additionally, Advanced Background Checks (Address, Criminal and Education & Employment from the time the associate turned 18 till present) may be conducted for associates depending on the organization policy / business need. If the information provided by you is misrepresented, the organization would take appropriate action leading up to termination of employment.

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.