

Date: 02 May 2018

Ms.Lakshmipriya Pyaramulla  
H.NO:13/22/1,Enumulapalli Circle,  
Puttaparthi-515134  
Andhra Pradesh,India

Dear Lakshmipriya,

We welcome you to join a progressive and winning team with a passion for technology and excellence. We are dedicated to providing opportunities, career advancement and development to our people and we are sure you will find your career with us a challenging, learning and rewarding experience. We are pleased to confirm our offer of employment to you as **Associate Software Engineer** in our Organization under the Followed terms and conditions.

#### TERMS AND CONDITIONS:

1. Your Annual Guaranteed Compensation Will be **RS.2,01,000**(Rupees Two Lakhs One Thousand Only) and Your joining date is **14<sup>th</sup> May 2018** at our office.
2. **Medical Insurance:** In accordance with the Company's policy, you and your family (spouse & 2 Children) will be covered under a medical Insurance scheme, the benefits of which are enclosed in Annexure.
3. **Location:**Your initial place of work will be **Bangalore**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
4. **Annual Leave:**You will be entitled to twenty-four working days of leave per annum subject to prior approval by the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard.
5. **E-mail ID & Contact Details :**You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you.

6. **Transport Facility:**In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your salary. More details would be provided upon your joining.
7. This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice.
8. You will be on probation for a period of six months, which may be extended by the Company at its discretion. At the end of the probation period, your services with the company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate this contract by giving one month notice in writing or one month of Gross Compensation in lieu of notice. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
9. Post confirmation, your services may be terminated by either party by giving 60 days' notice period in writing or 2 Months gross Compensation in lieu of notice. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
10. For any reason, if you cease to be an employee of the Company within one year of your joining date, you shall be liable to payback all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs immediately. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable to you. However the Company reserves the right not to accept Payment in lieu of notice and at its sole discretion enforce the Notice period.
11. Unauthorized absence or absence without permission from duty for a continuous period of 5 working days would make you lose your lien on employment. In such case the Company reserves the right to terminate your employment without any notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

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**GOACHIEV Technologies Pvt Ltd**

Manyata Embassy Business Park, Ground Floor, E-1 Block, Beach Building,  
Outer Ring Road, Bangalore, Karnataka, INDIA – 560045.

Phone : +91 080 42764505 | Email : [hr@gateckgroup.com](mailto:hr@gateckgroup.com) | <https://www.gateckgroup.com>



12. **Secrecy:**During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, document, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
13. **Activities:**During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional Or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company.
14. **Assets and Materials furnished by Company:**Company shall own all assets, materials / equipment it provides to You. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of yourServices or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
15. **Non-Solicitation:**For a period of one year after termination of youremployment, you shall refrain from soliciting for rendering your services inany capacity to any client or customers for which you have performed services as anemployee of the Company during the twelve months prior to your separation from the Company. During the term ofYour employment with the Company and for a period of 12 months thereon, you shall not solicit, entice our personnel,Contractors to terminate their employment with us / join with any other organization / firm, For the purpose of this Para the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with us.
16. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term ofyour employment with the Company, shall be considered works made for hireowned exclusively by Company. You shall not have any rights (of whatsoever nature) in theIntellectual property right (of any kind including but notlimited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company.

17. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Appointment Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Appointment Letter.
18. **Goachiev Technologies Private Limited:** Reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
19. **Retirement:** You will retire on the last day of the month in which you complete sixty years or age.
20. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the organization. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules of the Company framed from time to time

We look forward to having you on board on or before **14-May-2018**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to us or confirm your acceptance by e-mail to **deepali\_sharma@gateckgroup.com** before **14-May-2018** else this letter would stand void.

For GoAchiev Technologies Private Limited

Deepali Sharma

HR MANAGER



I accept the above terms and conditions.

Candidate Signature:

Date:

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**GOACHIEV Technologies Pvt Ltd**

Manyata Embassy Business Park, Ground Floor, E-1 Block, Beach Building,  
Outer Ring Road, Bangalore, Karnataka, INDIA – 560045.

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**ANNEXURE – A**

**COMPENSATION DETAILS (Salary & applicable benefits)**

**Name** : Lakshmipriya Pyaramulla  
**Designation** : Associate Software Engineer  
**Location** : Bangalore

**Remuneration:**

ELEMENTS	MONTHLY	YEARLY
Basic	6700	80400
Allowances :		
HRA	3350	40200
Conveyance	800	9600
Allowance	3650	43800
Medical	1250	15000
CCA	1000	12000
Gross Salary	16,750	2,01,000

**GOACHIEV TECHNOLOGIES PVT LTD.**

